the labour gazette

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Hiring the Handicapped

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NEWS BRIEFS

SOCIAL SECURITY

Guaranteed income guide

The National Council of Welfare has produced a 32-page *Guide to the Guaranteed Income*, intended to help Canadians become involved in the review of Canada's social security system begun by the federal and provincial governments in April 1973.

The guide tries to present, in non-technical terms, "basic information that the ordinary citizen must have if he or she is to understand what the guaranteed income is about, and what progress towards a guaranteed income has been made by the social security review."

The booklet points out that the country already has some guaranteed annual income programs, notably the federal old age security and guaranteed income supplement programs. The welfare council defines a guaranteed annual income program as "any program that sets an income floor below which a person will not be allowed to fall... and which is designed to provide income on a long-term basis."

The guide explains in detail two new proposals for a guaranteed income: negative income tax and support/supplementation programs, and provides a chronology of the events in the social security review from April 1973 to December 1975.
The council says it hopes its guide, in addition to helping Canadians understand the issues and become involved in them, will also help them "make their views known to government." It adds: "This involvement will be critical if the review is to produce new programs that address themselves to the real problems faced by low-income Canadians."

WAGES

Minimum rates increase

Both Canada and the United States have increased their minimum wages, for employees in industries under federal jurisdiction, and two Canadian provinces have also announced minimum wage increases.

The new minimums and their effective dates are:

Canada: April 1, adults $2.90, up from $2.60; and employees under 17, $2.65, up from $2.35.

U.S.: January 1, most employees of large companies $2.30, up from $2.10, domestics and most employees of smaller companies, $2.20, up from $2.00, and farm workers, $2.00, up from $1.80.

Alberta: March 1, adult workers $2.75, up from $2.50.

Ontario: March 1, adult workers $2.65, up from $2.40; construction workers, $2.90, up from $2.65. Increases in the student rate of $2 and in the rate for seasonal agricultural workers are expected to be announced soon.

Decline in fourth quarter

Wage increases negotiated in major contracts decreased considerably in the final quarter of 1975. The 85 settlements covering 500 workers or more produced average annual increases in base rates of 14.3 per cent in compound terms, that compares with 16.9 per cent in the previous quarter and an average of 16.8 per cent for the entire year.

Of the 401 agreements reached in 1975, 188 one-year agreements provided for an annual increase in base rates of 20.8 per cent; 169 two-year agreements provided for 21.6 per cent in the first year and 11.4 per cent in the second; and 44 three-year agreements provided for annual percentage increases of 17.2, 8.9 and 4.0 in the first, second and third years, respectively.

Canada leads U.S.

Facts and Trends in Labour Relations, a publication of the Canada Labour Views Company, says average hourly earnings in manufacturing in Canada have surpassed those in the United States and that the gap has been widening.

It says preliminary figures for September, 1975, showed the Canadian average 24 cents, or 4.7 per cent higher than the comparable figure in the U.S. In September, 1974, average hourly earnings were the same in the two countries, but in the subsequent twelve months, the Canadian average rose by 13 per cent and the U.S. average by 7.7 per cent.

Changes in compensation

A study of Canada's methods of employee compensation has resulted in two main findings:

- There has been a gradual shift from piecework to time-based systems.
- Many employers prefer to pay overtime to existing staff rather than hire new employees when the workload increases.

The study was carried out for the Canada Department of Labour by researchers in Quebec, Vancouver, and Toronto and their findings were co-ordinated and interpreted by Ed Walker, an economist with the department's wages research division.

The 28 companies and unions interviewed comprised a cross section of industries — manufacturing, mining, transportation, banking, hotels — and included some of the largest companies and unions in the country. However, they could not be considered a statistically valid sample.

The study indicates that most workers are paid according to time worked, and that pay systems based on output or performance seem to be on the decline. It attributed employers' preference not to hire new employees during peak periods to the fact that fringe benefits, are regarded as a fixed cost that cannot be adjusted as easily as hours of overtime.

It also found that maintenance of satisfactory differentials in wage rates for various skill levels was a source of concern to many employers. A narrowing difference between rates paid for skilled and unskilled jobs "has caused employers some trouble as well as causing resentment among skilled workers."

For example, a machinery manufacturer said that uniform wage treatment under collective bargaining made it impossible to attract employees for certain jobs — for example, in the foundry — while there was a surplus of labour available for other work. Several companies, ranging from chartered banks to mining and heavy manufacturing, said it was impossible to reward good service individually in a large unionized workforce.

The study found that employers who abandoned piecework cited several reasons, but the most important was that increasing use of capital equipment made it difficult to relate units of output to the work of individual employees. In some cases, piecework did not provide the pronounced incentive management had hoped it would.

Unions objected to piecework because it implied that labour was simply a factor in production; it dehumanized the workforce; it deprived it of regularity of income; and it could force employees to compete with one another "thus undermining the sense of solidarity" among workers.

The study inferred that there is "some lack of enthusiasm" for existing compensation systems in Canadian industry, but it found no great pressure for innovation or re-examination of current policies.

It also observed that as industry becomes more capital intensive and more automated, the cost of labour becomes less critical in production decisions. At the same time there are social pressures for more security for all workers.

"The combined effect of these technological and social trends has been, and will continue to be, a shift in compensation systems toward a looser relationship between pay and production," the study concludes.

EMPLOYMENT

Fewer jobs for professionals

Job openings for executives, accountants, engineers, scientists and other professionals showed no change during the fourth quarter of 1975, according to the Technical Services Council, a Toronto-based non-profit placement and personnel consulting service. However, total job openings were down 12 per cent from the end of December, 1974.

The figures are based on a quarterly survey of 1,500 industries and businesses across Canada, but do not include openings with governments and other institutions.

The service forecasts a slight increase in professional job vacancies in 1976.

HEALTH AND SAFETY

Landmark agreement

Workers at uranium mines at Elliot Lake, Ontario, now have a contract clause that gives first choice at surface jobs to underground miners who have been exposed to health hazards. It is believed to be the first of its kind in North America.

The agreements, between the United Steelworkers of America and Denison Mines Limited and Rio

Algom Limited, cover about 1,400 production workers. In addition to wage increases and fringe benefits, union negotiators stressed health protection in their bargaining.

Combined with a decision last October by the Workmen's Compensation Board to pay 75 per cent of any loss in salary incurred by miners as a result of transfer to surface work for medical reasons, the new agreements will provide what Wilf List, labour reporter for the Toronto *Globe and Mail* describes as "a measure of protection that was only a dream a year ago."

List also writes that the contracts offer assurances "that the old practice under which miners continued to work underground after they had passed threshold limits of exposure will be a horror story of the past."

Safety inspectors

The Quebec labour ministry is training 150 company safety officers to enforce safety regulations on building sites.

An intensive accident prevention program has produced its first 30 graduates, all of them construction foremen.

Starting May 1, every building site employing 150 workers or more, or with construction valued at $5 million or more, must have a management-appointed safety officer. Some sites, employing more than 2,400 workers, will require five such officers.

The safety officers will remain on their company payroll even though their job could require them to inform the government of violations of the safety code.

The Montreal *Gazette*, quotes the president of Quebec's Office de la Construction, as seeing no conflict of interest in this requirement: "Accidents and work stoppages cost an employer dearly and these men are trained to prevent mishaps. Most employers realize it's in their best interests to run an accident-free operation."

Vinyl chloride standards

The Financial Times News Service says production changes costing $6 million are underway at three Canadian factories to reduce their emission of vinyl chloride monomer, a gas used in manufacturing plastics. The gas has been cited as a food contaminant and a cause of liver cancer.

The report, by *Financial Times* writer Les Whittington, says the changes are in accord with a request made by the federal environment department. One of the plants, owned by Imperial Oil Limited, is at Sarnia, Ont. The others, owned by B. F. Goodrich Limited, are at Niagara Falls, Ont., and Shawinigan Falls, Que.

It quotes an official of the department as saying current emission levels at the plants may be dangerous to the public.

The plants use vinyl chloride monomer in the manufacture of polyvinyl chloride, the plastic resin found in thousands of household products ranging from garden hoses to food wrap.

"PVC plastics are the second most common type of plastics used in food packaging," the report says. This food packaging has been considered a possible hazard to consumers after recent discoveries that residues of VCM had, in some cases, migrated to the food.

"Because of this, the United States moved recently to eliminate some types of PVC packaging, and Ottawa has announced its intention to bring in legislation next year to require elimination of detectable amounts of VCM residues in PVC packaging."

STRIKES

Facts change attitudes

An informed public could eliminate strikes and increase productivity more effectively than any government-imposed program of mandatory wage restraints, according to John Q. Jennings, a New York City management consultant, labour specialist and economist.

Jennings says British union members and leaders are accepting wage restraints more willingly than their Canadian counterparts "because a more informed and supportive public opinion" exists in Britain.

He also points out that public opinion polls in the U.S. and Canada show that people vastly overestimate the share of corporate income going to stockholders and underestimate the share going to employees. Jennings cited one poll that showed most respondents believed employees received only 26 per cent of corporate income when they were actually receiving 89.6 per cent.

His explanation: "

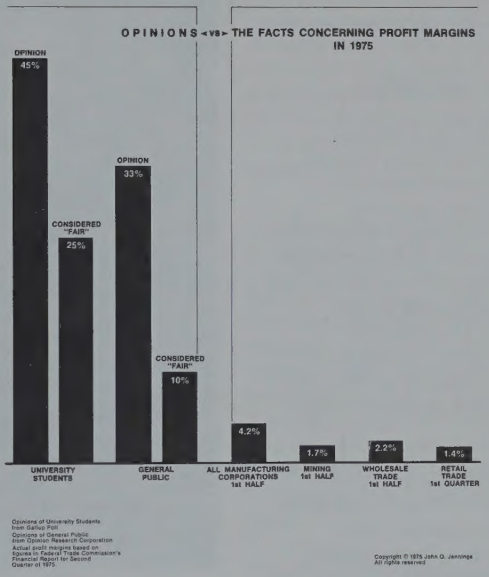
Most governments do not publish analyses of distribution of national income "in simple graphic form that can be understood by all citizens."

Corporations "are usually remiss" about disclosing their own income distribution.

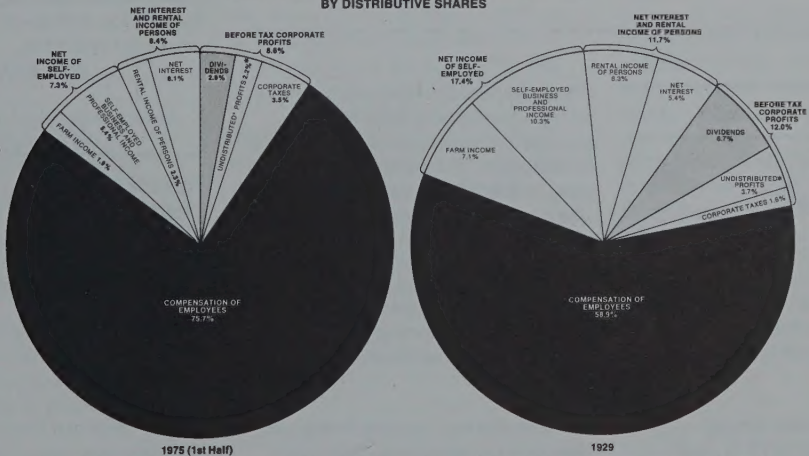
Critics of capitalism "have been doing a superlative job of distributing incorrect figures all over the world during the past 70 years."

"No worker is going to strike against his own interests if he has the facts on which to base sound decisions," he said.

He said two companies in Cleveland, Ohio, have had high productivity and a strike-free record since they started sharing financial information with their employees 36 years ago.



THE FACTS VS OPINION ON THE PERCENTAGE DISTRIBUTION OF THE NATIONAL INCOME BY DISTRIBUTIVE SHARES


NET INTEREST AND RENTAL INCOME OF PERSONS 8.4%
BEFORE TAX CORPORATE PROFITS 8.8%
NET INCOME OF SELF-EMPLOYED 7.3%
NET INTEREST 8.1%
DIVI-DENDS 2.9%
CORPORATE TAXES 3.5%
RENTAL INCOME OF PERSONS 2.3%
UNDISTRIBUTED* PROFITS 2.3%
SELF-EMPLOYED PROFESSIONAL AND BUSINESS INCOME 4.4%
FARM INCOME 1.8%
COMPENSATION OF EMPLOYEES 75.7%
1975 (1st Half)
NET INTEREST AND RENTAL INCOME OF PERSONS 11.7%
NET INCOME OF SELF-EMPLOYED 17.4%
RENTAL INCOME OF PERSONS 6.3%
NET INTEREST 5.4%
SELF-EMPLOYED BUSINESS AND PROFESSIONAL INCOME 10.3%
BEFORE TAX CORPORATE PROFITS 12.8%
DIVIDENDS 6.7%
FARM INCOME 7.1%
UNDISTRIBUTED* PROFITS 3.7%
CORPORATE TAXES 1.6%
COMPENSATION OF EMPLOYEES 58.5%
1929

52% of high school teachers polled by Opinion Research Corporation believed owners received a larger portion of the National Income than do employees. Completely the opposite is true. Preliminary official U.S. Department of Commerce figures for the first half of 1975 estimate that employees received over three times as much as was received not only by owners but also by everybody else, including shareholders, financial institutions of all kinds, landlords and even by the Government in corporate taxes. The 75.7% of the entire National Income received by employees was 25.8% greater than the 58.9% they received during 1929.

*Includes Inventory Valuation Adjustment.
Source of figures—U.S. Department of Commerce.
1975 Figures Seasonally Adjusted at Annual Rate.

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PEOPLE

U.S. labor secretary

W.J. Usery, Jr., 52, is the new United States secretary of labor. Usery, whose nomination was approved by the Senate on February 4, had been director of the federal mediation and conciliation service for the past three years, and is a former negotiator for the International Association of Machinists. Usery succeeds John T. Dunlop who resigned on February 1 after less than a year as secretary of labor.

Dunlop's resignation followed President Gerald Ford's veto of the situs picketing-construction stabilization bill. The legislation would have permitted a construction union to picket an entire construction site, and would have created new machinery to help resolve labour-management disputes in the construction industry.

Photo Features

Sylva Gelber, recently-retired director of the federal labour department's Women's Bureau displays the plaque presented to her by the CLC "on behalf of the working women of Canada" in recognition of her lifelong dedication to promoting human rights. **(See also p. 204).**

France — improvements promised

The French government has launched a program aimed at upgrading manual work. Some aspects will be supported by legislation and others are to be negotiated by employers and unions. But they are all intended to attract more Frenchmen to manual work and to lessen the country's dependence on migrant workers.

The government intends to draw up new safety legislation as well as legislation providing for paid rest periods to compensate for working overtime. It has commissioned a study of possible changes in the present system of shift rotations. And it intends to provide increased educational and training opportunities for workers. It also wants the public sector to set an example for private employees.

The government also is recommending greater use of flexible working hours, and says it will set up a $5.3 million fund for financial awards to companies that improve working conditions.

WORKING CONDITIONS

Separate toilets

The British Columbia Human Rights Commission has ruled, in effect, that a company can't expect women employees to use the same washroom and toilet facilities as men.

It has ordered Lornex Mining Corporation to pay $513 to Jean Tharp, a laboratory technician. The money is to cover costs she incurred travelling more than 40 miles from a mine near Ashroft, B.C. to Kamloops to use washroom facilities.

The judgment said that the nature of the washing and toilet facilities provided in the 14 identical bunkhouses at the site "clearly suggests that they were designed for use by one sex only, and that sex was male."

Tharp, who moved into one of the bunkhouses on September 19, 1974, complained to the commission.

It was found that lodging women in the same bunkhouse as men was illegal under the Health Act, and the commission interpreted the Human Rights Code as requiring that a company that chooses to provide accommodation for men must also provide facilities for women.

RETIREMENT

France — earlier pensions

Starting in July, about one tenth of France's workforce will be entitled to retire on a full state pension, starting at age 60. A writer for the Observer News Service, Paul Webster, says this date will make "the first stage of a work revolution which is uniting both senior executives and unskilled workers."

Webster says union strategy is

enerally putting wage demands in
ird place behind retirement gains
nd a longer-term campaign to
duce working hours, sensing "that
campaign on wages would make
tle headway in present economic
nditions." He also finds
hite-collar workers showing
ore interest in early retirement
an they did 10 years ago.

he workers who will be entitled to
etire at 60 are those doing
difficult" jobs, and mothers with
ree children or more who have
orked in manual jobs. "Difficult"
bs include those in foundries
nd on construction sites and mass
roduction assembly lines.

Webster considers this "the thin
dge of the wedge" and writes that
he entire French workforce is
ikely to be enjoying early retirement
y 1980.

MULTINATIONALS

National regulation

Organized labour's future response
o the growing power of multi-
national corporations will be to
exert pressure on domestic
governments for national regulation
f them, predicts Robert W. Cox, a
rofessor of political science at
Columbia University, N.Y.

Cox sees labour rejecting multinational bargaining for several reasons: multinational unions are incompatible with existing national structures in bargaining; the multinational concept is suspect as a form of company union; and multinational bargaining would put negotiations into the hands of bureaucracies more remote from the rank and file than are present negotiations "when shop floor movements expressing the frustration of workers in revolt against union bureaucracy have become increasingly prevalent."

He also predicts that while the international regulation or code-of-conduct approach may make some progress, it will not be very effective. "The state is still the only effective instrumentality capable of regulating corporations."

Cox made his predictions in an address late last year to the biennial convention of the Montreal Personnel Association.

Cox says individual states are regaining control of their economies, and "regulating foreign investment has become the latest growth area in public policy."

"Now host countries are requiring that foreign investors bring benefits in the form of jobs for nationals, while home countries are under pressure to prevent multinationals from exporting jobs... Since these aims of regulation by home and host countries conflict, national regulations will very likely become a matter of bargaining and negotiation among governments. Organized labour will certainly want a voice in this bargaining, and will concentrate its pressure where it can be most effective — on national government."

Cox traces the production changes that have diminished the power of organized labour since the Second World War. At first the corporations went abroad to seek raw materials; then they started manufacturing abroad to serve local markets, and most recently they have begun manufacturing in less developed countries "for shipment mainly back to the rich-country markets where the corporations have their home bases."

This last development is "heralding a profound change in the international distribution of economic activities... Industries that involve substantial labour inputs are moving to less developed areas." Labour is cheap and there are either no unions or only unions that are controlled by governments anxious to attract foreign investment, to protect jobs or acquire skills.

At the same time, "leading sectors of advanced industrial society are being transformed into a post-industrial configuration, developing new technologies that will be applied on a global scale." lg

Hiring the handicapped: fact and fantasy

by Suzan Paquette

In response to a question concerning the needs of the handicapped, one blind person residing in an eastern province exploded, "I'm a work ethic freak!" And so are most Canadians. Sometimes the most energetic supporters of the work ethic are those who have been out of work for some time and those who have never had a job. This applies to many handicapped persons and to them work takes on a very special meaning.

True, it means a regular paycheque, independence, getting off the "pension." But having a job means much more — it means becoming part of or re-entering the mainstream. "When you have no job," said one paraplegic "you're out of the mainstream and you lose contact with what is going on."

Despite their will to work, jobs are not made readily available to the handicapped who are able to work.

Handicapped people don't want special treatment. They want a job, or even a chance to prove themselves. Fully one half of those who could work, don't.

Take the example of paraplegics — persons paralyzed from the waist or chest; 90 per cent are unemployed yet 33 per cent are employable. In Vancouver, it was found that 27 per cent of deaf persons and 18 per cent of blind persons were employable, but half of the latter were unemployed....

Suzan Paquette is an information officer with Health and Welfare Canada's rehabilitation services division.

Why? To put it bluntly, employers. "When I am asked to pinpoint the biggest barrier faced by handicapped persons seeking employment," explained Dr. Carolyn L. Vash, chief deputy director of the California State Department of Rehabilitation, in a recent issue of *Accent on Living*, "I have to say it is the resistance of the uninformed employer."

A recent Canadian Chamber of Commerce poll of its members seems to bear out this contention. In reply to the question "Why has your company not considered the possibility of hiring the handicapped?", 134 out of 195 respondents gave what amounted to non-answers with the remaining 61 raising the kinds of issues most rehabilitation personnel thought had been dealt with since veterans started returning after the Second World War. A breakdown follows:

The disabled employee did not want to be singled out by receiving special privileges

73 — No job they can handle/ nature of business doesn't lend itself to employing the handicapped.
61 — Never thought, none have applied, never contacted by anyone.
26 — Too dangerous (accidents, fire regulations, increase in premiums).
18 — Building unsuitable (too many stairs, no elevators).
8 — Handicapped unsuitable (absenteeism, turnover, emotional problems).
7 — May lose production.
2 — Too much supervision needed.

Let's have a look at some of these responses in light of some of the studies conducted over the years on the handicapped person as an employee. An early major study was conducted by the United States Bureau of Labor Statistics in 1948. The study, entitled "The Performance of Physically Impaired Workers in Manufacturing Industries," Bulletin No. 923, compared the performance of 11,000 impaired manufacturing workers employed in most industry groups and located throughout the country with that of 18,000 matched unimpaired workers employed by the same firms, subject to the same job incentives, and exposed to the same job hazards. The outstanding feature of the comparison was the similarities between the impaired and the unimpaired workers. The study states that the differences "in the measures of work performance between the two groups were

Despite the will to work, jobs are not made readily available to the handicapped

fractional for the most part, with the balance slightly in favour of the impaired worker group; impaired workers produced at a slightly better rate and had relatively fewer disabling work injuries than did unimpaired workers on identical jobs. The two groups had identical frequency rates of non-disabling injuries and the average rates of absenteeism showed only nominal differences.

A more recent study, carried out by the Du Pont company in the United States and reported in *Chemtech*, December, 1974 and reprinted in the *Journal of Rehabilitation*, March-April 1975, once again laid to rest some of the myths:

1. **Insurance:** No increase in compensation costs.
2. **Adjustments to the work place:** Minimal. Included such simple changes as a lowered work surface, a special desk, an entrance ramp, etc.... Many employees required no special work arrangements whatsoever.
3. **Safety:** 96 per cent of disabled employees had average or better safety records *on* and *off* the job.
4. **Special privileges:** The disabled employee did not want to be singled out by receiving special privileges. Fellow employees did not resent such necessities as a parking spot near the plant entrance.
5. **Acceptance:** "Each and every new employee was given an enthusiastic reception."
6. **Job performance:** 91 per cent of the disabled employees rated average or better.
7. **Attendance:** 79 per cent rated average or better.
8. **Turnover:** 93 per cent rated average or better.

Another note of interest: among the 1,452 handicapped employees, those who were hired with physical impairments — 32 per cent of those in the study — were more highly motivated toward safety, attendance and job performance than is the case where the handicap occurred subsequent to employment. In addition, the nature of the handicap did not prevent an employee from achieving these satisfactory levels — in fact, some of the best performers among those studied had the most severe handicap.

In the Canadian Chamber of Commerce study, very similar results were obtained in answer to the question "What has been your experience with respect to the job performance of the handicapped?"

1. **Level of production:** 88.4 per cent felt that the physically handicapped performed as well as or better than regular employees, and 47.6 per cent felt that way about the mentally retarded.
2. **Attendance record:** 91.6 per cent felt that the physically handicapped performed as well or better than regular employees, and 75 per cent felt that way about the mentally retarded.
3. **Length of stay with firm:** 93.8 per cent felt that the physically handicapped performed as well or better than regular employees and 73 per cent felt that way about the mentally retarded.
4. **Quality of work:** 95 per cent felt that the physically handicapped performed as well or better than regular employees and 60.9 per cent felt that way about the mentally retarded.

The handicapped are good employees. On the other hand, it is perfectly understandable that some

Health and Welfare Canada

Claudette Laycock, who is blind, uses a specially-designed template to enable her to perform her job as an intake worker for the department of social services, regional municipality of Ottawa-Carleton.

Health and Welfare Canada

Richard Colosimone, who is deaf, is a counsellor with the Ottawa branch of the Canadian Hearing Society. Here, he operates a teletype unit that enables the deaf to maintain long-distance communications.

employers are reluctant to hire them. They share, along with the rest of the Canadian population a certain negative or paternalistic attitude towards the handicapped. While some studies have shown that workers would feel perfectly comfortable around the handicapped, other studies have shown that they would feel uncomfortable.

Employers are conscious of these feelings among their employees — and themselves — and this may influence their willingness to hire the handicapped.

Employers who have made a concerted effort to employ the handicapped find that there is a certain "shake-down period" to get everyone accustomed to the idea of seeing handicapped workers as workers like everyone else.

The Du Pont experience shows that attitudes can be positive and that employees can accept the handicapped with open arms.

...keeping handicapped workers out of the system costs everyone money

Indeed, keeping handicapped workers out of the system costs everyone money. It is estimated that

All handicapped workers are not alike

As a recent Alberta Workers' Compensation Board advertisement put it:
"The Handicapped Have One Thing in Common — They're All Different.

Some are men and some are women. Some are quite young and others, very mature. Some are skilled tradesmen, some have professional training and some have specialized business backgrounds — computers, accounting or administration.

Others were involved in physically-demanding occupations before becoming handicapped. Many of these people have returned to school and are now ready for new careers."

Unfortunately, exploitation of handicapped workers is not unknown. Employers, knowing that the handicapped have above-average difficulty finding employment and have an above-average thirst for a job, may think they are a source of "cheap labour." Surveys in Canada and the United States among various disability groups have shown that on the average, approximately half of them are unemployed.

Although many of the handicapped are underemployed, they cannot, generally speaking, be regarded as a pool of cheap labour. It is often impossible for them to accept a job which pays very little. First, many of them, knowing the employment difficulties they would encounter, have prepared themselves by obtaining a superior education and specialized training.

Secondly, being handicapped is expensive. Think about it. Suppose you are paralyzed and are offered a minimum wage job 10 miles from home. How would you get there? You would have to take taxis both ways or buy a car and have hand controls installed. You would probably no longer be able to keep house for yourself and would need a homemaker once or twice a week. You would now be expected to pay for your own medical supplies, many of which — such as catheter equipment — are not covered by insurance and yet must be replaced frequently.

You might run up a big bill for wheelchair repairs and supplies and an attendant to help you dress and bathe. In addition, there is the extra initial cost of items such as wheelchairs, ramps or seeing-eye dogs — necessary if a handicapped person is to live independently as a potential taxpaying employee.

The handicapped person must also seek a secure job, especially if he or she is currently unemployed and on a pension. The person now will have to pay for the extra expenses, mentioned above, that had hitherto been paid for through social assistance. In addition, once off the pension, it is often not easy to get back on. One must apply all over again and sometimes wait for months without income or the additional medical coverage.

One further point: the handicapped in popular mythology appear to be sexless eunuchs with no emotional or affective life. This is not the case. The handicapped often marry and have children, so therefore need wages and salaries to support their families.

The handicapped not only run the risk of being considered cheap labour, they are often stereotyped into being

welfare rolls could be reduced by as much as 40 per cent if the handicapped who are employable were provided with jobs.

That's the problem. What is the solution? Other countries have handled it in a variety of ways:

- Designated employment: saving jobs for the handicapped.
- Subsidies: paying employers a 'bonus" for hiring the handicapped worker.
- Advertising campaigns: to educate employers as to the abilities and potential of the handicapped in an effort to convince them to hire some, or more, handicapped workers.
- Extensive sheltered workshop programs: so that the handicapped will feel part of the mainstream.
- "Affirmative action": a program to prevent employers from discriminating on the basis of handicap.
- Quotas: making employers hire a certain number of handicapped workers as a percentage of their workforce.

Quota systems require employers to provide jobs for the handicapped in terms of a certain percentage

considered only for certain kinds of jobs.

This often happens quite naturally without any ulterior motive. The deaf provide a good example. Their handicap makes it difficult for them to communicate with employers, personnel officers, supervisors, and colleagues. In addition, their deafness has usually prevented them from acquiring language to the same degree as hearing persons with the same education. Their thoughts often focus on concepts rather than words and this may mean that they have unusual difficulty in filling out application forms. This, however, is not a reflection on their intelligence or ability.

Many of the deaf are employed as keypunchers, because in the early days of the computer age the machines were so noisy that being deaf was an asset to an operator. This particular type of job stereotyping has become so widespread, however, that some schools for the deaf are assuming all their female students will become keypunch operators while the males often are trained as printers.

John Lane of the Canadian Paraplegic Association, Manitoba division, feels that stereotyping is not all negative. "Stereotyping might be necessary to get people into jobs, at least in the beginning. It also gives employers a chance to have the experience of handicapped employees as employees. The real danger occurs after the person has been employed for a period of time and has proved himself. Where does he go from there? Handicapped people have the same ambitions, the same need for real career paths as do the able-bodied."

Like their regular co-workers, they become bored doing the same thing every day and would like to see advancement and more challenge. In most of these cases the handicapped employee sees others around him advancing or at least taking concrete steps to prepare for advancement to more challenging and more responsible positions.

Anytime we assume that a person with a certain handicap cannot do a certain job, one of them is sure to prove us wrong. Could a paraplegic become a stock broker? John Lane proved that it could be done. A blind person as a private eye? John Wickersham of Spokane, Washington proved that it can be done. He has been credited with helping a lawyer defending the accused in a murder trial.

The real answer to employment of the handicapped is not to assume you know what they can and cannot do.

Not long ago, Joanne McLeod, a solicitor with the New Brunswick Supreme Court, who is also a paraplegic, received a call from a man who had decided to begin a manufacturing business. He wanted someone to send him "a couple of handicapped."

"He obviously thought that handicapped workers could be ordered like hot dogs. It was a real job to get an explanation of the kind of skills he was looking for."

Apparently, the potential employer did not realize that all handicapped workers are *not* the same; they are representative of society as a whole as to abilities and education.

of their total employees, usually 2 per cent to 6 per cent, and to protect them against dismissal. Persons who want protection under the program must prove their disability and are usually registered as disabled. Delinquent employers are usually fined.

A British Department of Employment consultative document on the quota scheme concludes that many industrialized countries, including Canada, Australia, New Zealand, United States and Sweden do not operate employment schemes based on statutory requirements for employers to engage a quota of disabled workers. All these countries, however, hold good records for securing employment for the disabled.

It is difficult to ascertain whether individual quota programs are successful. Most countries have many other programs to promote employment of the handicapped. The general economic picture in any particular country must also be taken into account.

Other difficulties are related to determining disability for quota purposes. Many employers would hire only persons who are marginally handicapped, such as persons with one glass eye, arthritis in the legs or with two fingers missing. The blind, the deaf and the paraplegics, for whom the program was conceived, would remain unemployed. Another problem is that quota systems do not deal with promotion or job quality.

For many years in the United States, it was felt that providing generally for the elimination of job discrimination would improve employment opportunities for the handicapped. This was not the case. In 1973, therefore, a section of the Rehabilitation Act provided for non-discrimination by federal contractors. It requires that all federal contracts over $2,500 must include an "affirmative action"

Some unions may not be amenable to changing certain regulations to permit the employer to hire handicapped workers

clause in which the employer agrees not to discriminate against a handicapped worker. As the dollar value of the contract increases, the employer is required to submit formal "affirmative action" plans which must be reviewed by the contracting agency. As of January 1976, employers are required to submit a certificate showing an effective program before the contract is awarded. Certification of handicap is not needed to apply for employment but is needed by any person filing a complaint with the Employment Standards Administration of the U.S. Department of Labor.

U.S. government publications make it clear that this is not a quota system. It does not have goals and timetables. Its most distinctive feature is that of requiring "accommodation" to the physical or mental limitation of the person with a handicap. Contractors must make reasonable "accommodation" in physical access to the work site, job or work restructuring, or the adaptation or design of tools and equipment; and this must be related to recruitment, hiring, job placement, assignment, promotion, training, transfers, layoff, termination, working conditions and benefits.

In the March/April 1975 issue of the *Journal of Rehabilitation,* Dr. Richard H. Deane, assistant professor in the school of industrial and systems engineering at the Georgia Institute of Technology, cited three examples of how affirmative action could be applied:

1. "...Consider a general company rule enacted by a federal contractor that prohibits the hiring of blind workers. This would be prima facie discrimination unless there were an absolute vision requirement for each job in the company."

2. "...A company physical examination that must be passed by a job applicant might be discriminatory unless the physical attributes evaluated on the examination were necessary for satisfactory job performance."

3. "...Inadequate rest room facilities (and other architectural barriers) may not be a valid defence for a federal contractor who has rejected a worker confined to a wheelchair."

In Canada, the federal government holds that the best course of action is to provide the handicapped with the services they need to become self-sufficient.

In the United States, the AFL-CIO has formulated a policy on the employment of the handicapped and has published a guide entitled Working Together... The Key for the Handicapped. The AFL-CIO works closely with the President's Committee on Employment of the Handicapped and the various governors' and mayors' committees.

In Canada, it would appear feasible, as a first step, for unions to create in-plant committees made up of both union and management representatives. Management, at present, does not appear to be anxious to assist in finding jobs for the handicapped. If plant committees are to be set up, it would appear that the impetus will have to come from the unions. They have traditionally been more conscious of social problems and are better disposed to do something about them. The benefits of employing the handicapped can also be translated into dollars and cents. It's all up to organized labour — what is it prepared to do? lg

CLC brief to cabinet

Labour and government remain far apart

by Roy LaBerge

This year's memorandum from the Canadian Labour Congress to the federal government was devoted almost entirely to a strong denunciation of the federal anti-inflation program. While CLC President Joe Morris accompanied by 300 union leaders from across Canada presented it to the Prime Minister and the cabinet inside the Parliament buildings, thousands of union members demonstrated outside on Parliament Hill.

The March 22 dialogue left the two parties as far apart as they had been before it started. Prime Minister Trudeau said the government was not getting out of the program. "Sacrifice is necessary," he said, because inflation had reached "crisis" proportions. Morris said labour would not co-operate with the program because it "attacks the incomes and rights of working people and the economically powerless and undermines the institutions of the Canadian economy."

Next day, the CLC announced it was withdrawing its representatives from the Economic Council of Canada, which advises the government on economic policy, and the Canada Labour Relations Council, established last year by Labour Minister John Munro to enable government, management and labour to work together in seeking long-term solutions to industrial relations problems.

Roy LaBerge teaches social science at Algonquin College, Ottawa. He is also a journalist and former editor of **Canadian Labour.**

Munro had specifically asked the Congress not to withdraw from the CLRC, where its participation had been of benefit "to labour, to government and to the people of Canada." He had hoped it would continue to take part in the discussions and "not burn all these bridges... despite our differences on economic policy."

As is customary at the annual presentation, the CLC president read only a short statement and not the entire 26-page document. He said labour strongly opposed "the destruction of free collective bargaining." The program was supposed to be equitable but "the compensation regulations established under the Anti-Inflation Act and the provisions of the legislation make nonsense of this supposed principle."

The CLC rejected the argument that Canada was pricing itself out of export markets

Munro disagreed that the anti-inflation program meant the "destruction" of free collective bargaining. "Collective agreements are being reached every day throughout Canada, despite the program," he said. He also observed that since 1972, labour leaders across the country had been complaining to him that inflation itself was undermining collective bargaining.

He said unions in other countries — including Britain, Australia, the United States and the Netherlands — had accepted similar income-control policies without accusing their governments of "undermining the democratic process" as did the CLC. Morris reported that union movements in those countries were more involved in policy planning than they are in Canada.

The prime minister and the CLC president discussed some of the statistics used in the brief. The prime minister argued that the government had brought in controls last October only when the share of the national income going to wages and salaries was the highest in history — 56 per cent. He also pointed out that the Consumer Price Index rose only 4.5 per cent in the three months to February 1976, while the program was in effect, compared with 14 per cent in the three months to August 1975, when it was not. Morris, however, said the difference was due largely to a

seasonal decrease in food prices which did not come under the controls.

The prime minister made it clear the government "is not going to get out of this program now, particularly when it looks like it's going to work ...We are going to stick with it."

In other years, the CLC memorandum covered a wide range of subjects of interest to organized labour, but this year's brief limited itself almost entirely to a strongly-worded denunciation of the government and its anti-inflation program.

It described the program as dividing Canadians along class lines, with employers and government on one side, and workers and their organizations on the other. "For the sheer destructiveness of social, economic and political freedoms... it is unequalled in the history of our country."

And while the government had promised it would be equitable, "the legislation and regulations have made a mockery of this principle, for we fail to find adequate controls on dividends, interest rates, professional fees and land speculators..."

"There were no calls by politicians for price restraints" when profits rose by 111 per cent between 1971 and 1974, but "as soon as the business cycle had turned around and workers began trying to recover lost purchasing power," the government "quickly moved in to impede the collective bargaining process with controls which will have little if any impact on prices."

The CLC rejected the argument that Canada was pricing itself out of export markets. It said the current decrease in Canadian exports was related to the fact that the U.S., Japan and Britain — Canada's

Morris was critical of media coverage of the presentation

major trading partners — were themselves experiencing economic depressions.

The memorandum quoted government statistics showing that while export prices increased by 10 per cent in 1975, import prices rose by 15.5 per cent. For manufactured goods, the difference was even greater — a 9.3 per cent increase for exports against a 16.6 per cent increase for imports.

"While we share the government's concern about Canada's trade deficit," the Congress stated, "there was a significant improvement in that deficit during the final three months of 1975 as exports picked up. The expected economic recoveries of the U.S., Japan and

Railway unions oppose wage curbs

Canada's railway unions went even further than the Canadian Labour Congress in their opposition to the federal anti-inflation program.

The CLC, in its March 22 memorandum to the cabinet, used strong language to denounce the program and reiterate its refusal to co-operate with it. But the Canadian Railway Labour Association, which presented its own memorandum later that same day, called on the government to resign and face an election.

It was mandatory "that you dissolve your government and go to the people with your new platform and philosophy," said the association, which represents 18 railway unions and 100,000 workers.

The association also criticized federal transport policy as destroying rail passenger service. Studies carried out by the transport department "reflect an anti-rail bias openly and blatantly."

The submission spelled out some of the advantages of passenger trains: they could help save fuel. They used less land space, than automobiles. They were more reliable in winter than other forms of transportation. And it said responsibility for railway safety should be moved from the transport department to the labour department.

The brief described the anti-inflation program as "impossible" to administer. Big corporations could evade price restraint through "loopholes" in the regulations, and had accounting methods that could hide their rising profits.

The rail unions supported the CLC stand that the anti-inflation legislation was "impractical, inefficient, unfair" to wage earners, and "unjust" to Canadians.

It added: "The social costs of your legislation outweigh the social benefits." Consequently "your whole program is socially unprofitable."

Europe will result in an increase in our exports, which will undoubtedly lead to an improvement in our trade balance for the remainder of the year.

"However, it should not be overlooked that Canada's merchandise trade deficit over the past year and more has deteriorated largely because of unprecedented price increases for oil and other commodities which we have been importing into this country. Furthermore, we are going to become an increasingly larger net importer of crude oil which obviously will have an adverse effect on our balance of payments."

"Never before has the trade union movement been so united" — Morris

The memorandum also discussed unemployment and the government's fiscal and monetary policies, which it blamed as the principal domestic cause of inflation. Missing from it, however, were most of the other topics of previous years' submissions: foreign policy, social assistance, the Canada Labour Code, immigration, health, industrial safety, agriculture, and aid to developing nations.

Morris was critical of media coverage of the presentation of the brief and the demonstration. Some newspapers reported 15,000 people in the demonstration, but Morris said his count was 30,000, based on the planes, trains and buses booked, and discussions with

Anti-inflation program an "eye opener" — Corrigan

Harold Corrigan, president of the Canadian Manufacturers' Association, says a co-operative effort by labour and management is needed "to restore health to the Canadian economy."

He put this idea forward in an address in Moncton, a few days before the Canadian Labour Congress announced its withdrawal from the Canada Labour Relations Council and the Economic Council of Canada.

Corrigan called on leaders of organized labour to join with government and management to "build up and maintain a vital data bank of what is happening to the Canadian economy, how well the different groups in our economy are doing — including governments — and how we are faring".

Agreement to draw their economic evidence from one source would assume "a willingness on the part of both labour and management to forsake the traditional adversary approach in favour of a limited measure of co-operation based on mutuality of interest." He added: "If we could get agreement on this first step, I think many people would be surprised at what it might subsequently lead to in the way of consensus.

Corrigan pointed out that manufacturing employed almost two million people, and that the need to restore the economy to healh was evident from the performance of manufacturing in 1975. Productivity improved by a "scant" 0.4 per cent. Average wages jumped by more than 15 per cent, pushing up unit labour cost by an "incredible" 14 per cent. Profit margins slipped from 5.3 per cent to 4.4 per cent. Total profits fell by 11 per cent, producing a slackening in the pace of increased investment. Man-days lost due to work stoppages totalled nearly five million in the first 11 months of 1975, up from 4.8 million in the whole of 1974.

Corrigan described the imposition of the anti-inflation programs as a psychological shock to the country: "To those who were not aware of the disastrous inflationary path we were on, it was an eye-opener. To those who wield the public purse, it gave a crutch to help ease the passage through the political wilderness called restraint.

"There have been immediate benefits when compared to the situation existing prior to October 13, 1975. It remains to be seen whether the message will be retained or whether we will lapse until another severe shock hits us."

people "experienced at estimating crowds on Parliament Hill."

He also criticized news media that said the reasonable discussion that accompanied the presentation of the brief suggested that the CLC had softened its stand. The media frequently took the view that "if you pick up a shoe and hammer the desk you are at daggers drawn, but if you talk sensibly about an issue when you know you are not going to convince the other person because his mind is made up, then it is not

The memorandum described the program as dividing Canadians along class lines

a confrontation issue and not something you get excited about."

The demonstrators came by plane, train and bus, and the CLC said they were there to prove that opposition to the anti-inflation program came not just from union leadership but also from rank-and-file members. They marched in orderly procession in front of the Parliament buildings in cold, windy weather, many dressed in clothing more suitable for the warmer parts of Canada from which they had come. Despite the size of the crowd, there was no violence. It was the peaceful show of strength the CLC leadership had asked for.

After the presentation of the memorandum, Morris told the Parliament Hill marchers that the labour movement was "in the battle of its life. It has been forced by the Trudeau government to become a political movement rather than primarily an economic organization...

"Never before has the trade union movement been so united," he said. "Never before has organized labour come together in such a display of strength and solidarity. I can assure this government that it has seen only the initial stirrings of a centralization of labour's power." lg

Photo Features

Prime Minister Trudeau and CLC president, Joe Morris clash head-on over the government's anti-inflation program.

Photo Features

While union leaders were inside the Parliament Buildings presenting their views to Cabinet, trade unionists from across Canada demonstrated outside.

The anti-inflation program — how long will it last?

by John Clarke

The Canadian Labour Congress really makes heavy weather of its opposition to the federal government's income control program in its memorandum to the government on March 22. Not that its arguments don't carry substance. The CLC does make a telling point, for instance, when it says that between 1973 and 1975 wages and salaries went up 32 per cent compared with a 34.6 per cent increase in the cost of living. It's correct when it says that the big labour demands of 1975 followed pre-tax profits that went up "an unprecedented 111 per cent between 1971 and 1974."

Wages traditionally follow other trends in the economy because they are fixed by contract that cannot move *with* the trends. But wages sometimes pick up a momentum of their own that keeps the inflationary processes at work while other changes in the economy are being attempted. For instance, former finance minister John Turner, himself no defender of incomes controls, warned in his last financial review before he resigned, that labour's share of the gross national product was edging close to the historic high of 55 per cent, a figure achieved in the late 1960s when Canada was enjoying a sustained boom and the early ingredients of today's inflation were being stirred into the pot. The government was beginning to expand its own spending program and the money supply was beginning to rise because the economy appeared able to accommodate them. It wasn't easy to cut back on those policies after the boom of the 1960s slowed down, and now governments at all levels are taking 39 per cent of the gross national product in taxes, which many economists blame as a cause of today's inflation.

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There's a welter of statistics, however, with which labour, management and government can prove they aren't responsible for inflation. One thing that everybody's agreed on is that Canada is suffering from a very bad dose of inflation and that it's not going away as fast as it should.

But when the settlements approved by the Anti-Inflation Board in the first five months average something like 16 per cent, admittedly due to the board's policy of allowing catch-up increases for those who have fallen behind in the last couple of years, nobody seems to be suffering much for the moment.

The CLC can argue with some merit that the guidelines are being applied mainly against wage earners and will likely continue to be so applied. Any incomes policy is, of necessity, incredibly complex and this one is no exception. Because profit margins and prices are governed by a complicated tapestry of factors, they will be hard to control. Personal income is much more easily determined and it's only human for the Anti-Inflation Board and its technocrats to concentrate on what they can do most readily, at least in the early days of the program. But the interesting thing is that many unions, despite militant cries to the contrary, are trying to work out ways of keeping within the guidelines or at least to breach them only where legal loopholes exist.

In this context it seems incongruous for the CLC to complain that the state and all its power have been put at the disposal of the employers to fight inflation on the backs of the workers. The guidelines are undemocratic and indeed rough justice. But they won't collapse under the weight of heavy philosophical dissertations about personal rights and freedoms being destroyed.

If and when they do collapse, it will be simply because the Anti-Inflation Board has not been able to handle the job. Already it has withdrawn a statement — made shortly after Prime Minister Trudeau announced the program on Thanksgiving Day — that if the unions hadn't heard from it within 30 days they could consider their settlements automatically approved.

The administrative problems are piling up. At the end of March, there was a backlog of more than 1,000 pay cases, and still growing. Reports from 6,500 companies on profit margins, on which their ability to pay wages depends, have begun to flow in. Delays are inevitable and are likely to become longer as the board's workload increases.

The inequities may become so obvious that the CLC won't have to resort to those ponderous philosophical arguments. The program may collapse under its own weight and the government may be forced to rely on fiscal and monetary policies, which are the only weapons ultimately capable of taming inflation, anyway. lg

Collective bargaining under the guidelines

by Donald Houck

More than six months have passed since the anti-inflation guidelines became a fact of life in Canada — and, in labour relations at least, only now is the shell-shock fading.

The Canadian Labour Congress and union presidents talk a lot about rejecting the guidelines, but, with the exception of Quebec, where unions are more socially and politically oriented than in the rest of Canada, civil disobedience has not occurred and, in my view, will not occur.

What may we anticipate for the future, and what are some of the policy initiatives management should consider in the context of labour relations under the AIB guidelines?

In current labour-relations practice, a typical union representative's attitude at the bargaining table reflects acceptance of the fact that the Anti-Inflation Board does exist and constitutes the central fact in bargaining. Because of the uncertainties surrounding the guidelines and some of the variables built into the regulations, this representative is likely now to propose a one-year agreement, with heavy emphasis on wage increases at the expense of fringe-benefit improvements. He is likely to propose that increases clearly above the maximum permissible percentage increase be "taken to the board" on the fuzzy basis that the board might rule such increases to be appropriate, and without any reference to the specific bases under which special consideration may be granted by the board.

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Management, for its part, is struggling to get the data required by the regulations and do the complex calculations to determine the maximum permissible percentage. Management often feels caught between the legal requirements of the AIB and the desire to avoid a strike. There is an uneasiness in many situations about the effect the guidelines will have on the organization's ability to meet its manpower needs over the three-year restraint period.

The most important labour-relations fallout of the guidelines, however, is neither the reaction of unions nor of management, but rather that of the public at large. It appears that the announcement of wage curbs by Prime Minister Pierre Trudeau was the catalyst that transformed a general public uneasiness and concern about public-sector strikes into a sharp and sometimes vicious antipathy toward unions and employees who engage in such strikes. The message is coming through loud and clear to government at all levels that the public is quite prepared to accept inconvenience and indeed sacrifice as an alternative to settling strikes on the basis proposed by unions.

There is hope, then, that public-sector settlements, which have been major villains in the inflationary settlements of the past, may now lead us to the necessary lower ground.

The past six months have been very difficult in labour relations, very confused in many ways but with some encouraging signs of an acceptance of restraint.

In my view, there will be an increasing acceptance by unions within three to six months that the calculated maximum permissible percentage is indeed "the pot" in terms of monetary increases, and that the AIB is most unlikely to grant special consideration. On this basis, the parties might just as well move on to negotiate whether the full amount is available, what the elements of "the pot" will be and what nonmonetary matters may be important.

As this happens, unions will seek new ways to justify their existence. These are likely to include a new emphasis on nonmonetary improvements and working conditions, with considerable emphasis on fashionable safety and health issues. As a part of this new emphasis, there will probably be more activity by unions during the term of the collective agreement in contract interpretation, safety and health committees, and in processing grievances.

As the situation stabilizes, management, for its part, will increasingly press for longer-term agreements and, depending on the economic circumstances, challenge more

seriously the proposition that the maximum permissible under guidelines in effect becomes the minimum settlement.

Lest these comments about the future seem unduly optimistic, it is perhaps appropriate to place any progress under the guidelines in the context of a longer-term labour-relations concern, which is one of the principal reasons for the guidelines.

We all know that for more than two years, as a major exporting nation, 60 to 70 per cent of whose exports go to the U.S., we have been concerned about our wage settlements and productivity vis-à-vis the U.S. It can be said that we have made some progress in moderating our rate of consumer-price increase and the rates of average wage increase that tend to follow. Even though the guidelines have had little opportunity to contribute to this improvement it is a fact that our rate of price inflation, after peaking at 12.4 per cent in December 1974, is now in the 9.5 range and that average annual wage settlements moved down from 18.5 per cent in second-quarter 1975 to 14.3 per cent in fourth-quarter 1975.

But how much further must we go to place ourselves on a competitive footing with the U.S.? Even if one assumes the guidelines' "normal increase" is fully met for 1976, the average increase in wage settlements would be 10 per cent — still significantly higher than the U.S. 1975 average increase of 7.8 per cent — while our price increases are still almost 50 per cent higher than the latest U.S. rate.

One would therefore, characterize the likely impact of the guidelines as real progress relative to our own past performance, but leaving us with a significant shortfall in competing with U.S. productivity rates.

American labour faced similar competitive problems a couple of years ago and has made a real contribution to the current resurgent U.S. economy. In contrast, from all appearances, Canadian union leaders have contented themselves to date with echoing Samuel Gomper's cries for "more", and then attacking the policy made necessary by such attitudes.

The guidelines appear to allow for some significant improvement in the labour-relations climate, but they do fall significantly short of a full solution. What should management be doing in this presumed period of relative calm in labour relations?

Throughout the guideline period, management will continually be tempted to "hide behind" the guidelines and make them, rather than management, the villains in any bargaining situation. But management should resist this temptation at the bargaining table. After all, while each of us might quarrel with one or another aspect of the government's guidelines, or the very concept of the guidelines, we can have no real doubt that we could not have continued along the course that lay before us last year. Something had to be done — and the government has done something. Now that action has been taken, the prosperity of our country depends on as broad support as possible for the principles of the legislation.

In the long run, management and labour must return to the realistic give-and-take at the bargaining table that characterized labour relations not so many years ago.

The current situation makes it appropriate for management to undertake a thorough review of all benefits that constitute costs to the organization and, as appropriate, propose a realignment of priorities to ensure "more bang to the buck" in terms of cost to management and benefit to the employee.

Over the years, while these items have always been emphasized by management as "part of the package," they have often become add-on-items. The current regulations provide us with an opportunity to at least educate our employees in the cost of these fringes and perhaps to suggest elimination of items that may be costly frills.

One area that should be re-examined is cost of living clauses. It may be timely to suggest a suspension or deletion of such clauses because they are cumbersome to include in the costing of permissible maximums, and, because of the nature of the calculations, they are not as valuable to the employee as are the traditional general wage increases at a particular time.

If the guidelines work, the single most contentious part of negotiations, the so-called monetary package, will be significantly downgraded. It would be my hope that this hiatus could be used by labour and management to lessen their traditional attitudes of confrontation at the bargaining table. Perhaps the parties can learn to talk *to* each other, rather than talk *at* each other. While one may be cynical of the chances of success, management must make a major effort over these three years to better understand and work with organized labour and its own employees.

Only if such an effort is made and is successful can we have some reason to hope that our destinies will cease to be governed by a third party. When a return to free collective bargaining does occur, the result would be a reasonable balance between the legitimate desires of employees and the absolute necessity to compete in our global village. lg

C.D. Howe Research Institute study

Time for transition

by George Sanderson

Should Canadian workers rejoice over having raised their incomes to virtual equality with those in the United States? "No", according to a study by economists Judith Maxwell and Barbara Goldman of the C.D. Howe Research Institute in Montreal. They believe that Canada should try to bring its wages back to levels well below those in the U.S. until industrial efficiency justifies American-level incomes.

Maxwell and Goldman calculate that Canada's unit labour costs in manufacturing (output per man-hour divided by wages per man-hour) have increased by 17.3 per cent more than U.S. costs since 1969, while average productivity of Canadians (output per worker) has remained below the American level. Because wage costs are only part of the total cost of doing business, the authors also calculate the impact on overall production costs in manufacturing. In this case, costs in Canada have risen by at least 4 per cent more than those in the U.S.

A change of this size in comparative costs could be disastrous for Canada, which must compete with the U.S. over a broad range of goods. Although the damage so far to Canada's trade performance has been modest, "this is no time to be complacent," the authors warn. "Competitive pressures will intensify, and the damage to profits and employment could be severe."

In 1975, Canada's current account deficit was a record $5.07 billion, including an $800 million loss in international merchandise trade.

George Sanderson is editor of **The Labour Gazette.**

Ideally, the C.D. Howe study suggests, Canada should be looking for ways to restore the more favourable unit-cost position of the 1960s. The immediate challenge, however, is to stabilize costs, and the federal government's wage and price controls are a first step in this direction. They provide "a valuable breathing space during which the fundamental sources of the cost pressures can be attacked."

But "the only way to return to the more favourable cost position of the past will be to improve productivity — either through efforts to restructure individual firms or through a general reduction in trade barriers." This would provide firms with a stimulus for specialization and economies of scale that they "do not have in the present protective framework... The pay-off from trade liberalization is greater efficiency."

"...the only way to return to the more favourable cost position of the past will be to improve productivity..."

This view is shared by the Canadian Economic Policy Committee, which in a recent statement called for a halt to "the perpetuation and encouragement of production that is unable to earn competitive returns in the absence of protection and subsidies, and this clearly includes some regional economic incentives."

Maxwell and Goldman suggest that if free trade initiatives recommended by the Economic Council of Canada (LG, Nov., p. 804) prove unsuccessful, the Canadian government should seriously consider unilateral elimination of tariffs. Canada was able to afford industrial inefficiency in the past because its wage rates averaged less than those in the U.S. Now that the wage gap has been closed — and Canadian wages top U.S. levels in some key industries — "the point has been reached where Canada has to undertake an urgent review of its long attachment to protection."

The Maxwell-Goldman analysis of the vanishing Canada-U.S. wage gap is part of a recent economic policy review from the C.D. Howe Institute. Earlier in the review, author Judith Maxwell aptly points out that the solution to Canada's economic ills "is not a simple matter of turning the dials on fiscal and monetary policies to the correct setting and waiting for stable economic conditions to emerge."

Among the obstacles to economic recovery are "excessive expectations and bitter disagreements over shares of the national income...

Each group [in Canada's adversary system] is so embattled by its own problems that it fails to see that the others also are troubled. Thus the tradition of consultation and compromise that has characterized the Canadian economic system has been disrupted..."

Maxwell contends that Canadians have been encouraged to adopt a "deep-seated complacency" about their economic prospects, even though that complacency is "not at all justified." The review is to explain why that complacency is ill-founded and to make "constructive suggestions about how the country can begin to unwind inflation and recession."

The real cures for inflation ...will lie in appropriate monetary, fiscal and energy policies...

Maxwell believes the target for real economic growth in 1976 should be 5 to 5.5 per cent. This would generate productivity gains that "should be translated into a declaration in the rate of price increase," because the anti-inflation guidelines, require firms to pass the benefits of enhanced efficiency along to the consumer. It would also improve the employment picture.

Replying to attacks on the government's incomes policy, she says: "In the absence of any spirit of co-operation, the Anti Inflation Board is the only possible means by which Canada can establish a more sensible framework for wage and price decision-making." The Board is not in itself a cure for inflation, but simply a way of cooling expectations and buying time until some of the fundamental causes of inflation can be tackled.

Productivity and Compensation Trends in Manufacturing in United States and Canada, Selected Periods
(in national currency)

	Average Annual Percentage Change[a]			
	1953-63	1964-69	1970-74	1964-74
Productivity — output per man-hour:[b]				
United States	2.9	3.0	3.8	3.4
Canada	4.2	4.5	2.7	3.7
Average hourly earnings:				
United States	3.7	4.4	6.6	5.4
Canada	3.7	6.2	9.4	7.6
Compensation per man-hour:[c]				
United States	4.5	5.0	7.2	6.0
Canada	4.5	6.5	8.0	7.2
Unit labour costs:[d]				
United States	1.6	2.0	3.4	2.6
Canada	.3	1.9	5.1	3.4

a 1953-63 is an eleven-year average; 1964-69 is a six-year average; 1970-74 is a five-year average; and 1964-74 is an eleven-year average.
b Productivity is calculated by dividing real output by man-hours for all employed persons in manufacturing. Productivity growth indicates to what extent the economy can support wage increases without resulting in rising prices. From 1953 to 1963, Canadian productivity in the manufacturing sector increased at a faster rate than that of the United States. Since earnings in the manufacturing sector from 1953 to 1963 increased at the same rate in both countries, unit labour costs rose faster in the United States than in Canada. From 1964 to 1969, Canadian productivity continued to outpace that of the United States, but these gains were not large enough to offset the rapid increases in labour compensation in Canada during this period. After 1969 this trend in productivity growth reversed, and U.S. productivity increased at a slightly faster rate than Canadian productivity, while Canadian earnings increased at a much faster pace. This resulted in Canadian unit labour costs outpacing U.S. costs, especially in 1974. Consequently, there was a significant deterioration of Canada's relative cost position in the manufacturing sector.
c Labour compensation per man-hour includes all payments in cash or in kind by domestic producers to persons employed as remuneration for work — including wages, salaries, and supplementary income of paid workers — plus an imputed income for self-employed workers.
d Unit labour cost is the ratio of labour compensation to real output or the ratio of labour compensation per man-hour to output per man-hour (that is, productivity). It is a measure of the cost of labour per unit of real output. Therefore, unit costs will increase if compensation increases at a faster rate than productivity.

Source: *Policy Review and Outlook, 1976*, C.D. Howe Research Institute, Montreal, 1976.

Although the complexity and proposed duration of the controls — three years — seem unnecessary, Maxwell stresses that "there is little point in arguing" about their nature. The key problem is how to make them work.

The real cures for inflation, however, will lie in appropriate monetary, fiscal and energy policies, and in the way our institutions react to the changing economic environment.

She suggests a number of specific policy measures designed to put the economy back on the rails:

1. Controlled increases in government spending this year to aid the economic recovery. "The economy is in no shape to absorb the shock of radical spending cuts in 1976."

Meanwhile, governments should begin a serious effort to reconcile their spending plans with the resources available in the economy, now and in the future. An important element in this effort "will be to upgrade the financial control systems and alter the policy planning process in the federal government."

Trends in Unit Wage Costs in Manufacturing, United States and Canada, 1969-75
(1969 = 100)

	Unit Labour Cost in National Currency		Index of Differential[a]	Unit Labour Cost in Canadian Dollars[b]		Index of Differential[a]
	U.S.	Canada		U.S.	Canada	
	(1)	(2)	(3)	(4)	(5)	(6)
1969	100.0	100.0	100.0	100.0	100.0	100.0
1970	106.7	106.1	100.6	103.5	106.1	97.6
1971	106.7	106.4	100.3	100.1	106.4	94.1
1972	106.6	110.2	96.7	98.1	110.2	89.0
1973	108.1	115.5	93.6	100.3	115.5	86.8
1974	117.4	128.9	91.1	106.6	128.9	82.7
1975[c]	134.7	151.5	88.9	127.1	151.5	83.9
Change in differential (percentages)						
1969-74			8.9			17.3
1969-75			11.1			16.1

[a] Unit labour cost of U.S. manufacturing sector divided by that of Canada and multiplied by 100. If differential is greater than 100, U.S. labour costs have increased faster than those in Canada; if less than 100, the opposite is the case.
[b] This is the index of unit labour cost multiplied by the exchange rate, expressed in Canadian cents per U.S. dollar.
[c] The 1975 figure is based on preliminary data for the first half of 1975. The percentage change of unit labour costs from the first half of 1974 to the first half of 1975 is applied to the published series from the BLS.

Source: *Policy Review and Outlook, 1976*, C.D. Howe Research Institute, Montreal, 1976.

The longer-range objective of spending control requires:

- a more rigorous financial control system;
- a serious search by policy planners for ways of saving as well as spending money;
- a major review of existing programs with a view to weeding out those that are obsolete, rationalizing those that are wasteful, and consolidating those that have similar purposes;
- five-year projections of spending commitments for each program;
- a careful distinction in published spending estimates between spending required to fulfill existing commitments and spending required to improve or extend the level of service.

2. The Bank of Canada should gradually restore a better balance between growth in the money supply and growth in the volume of transactions in the economy, even if it means higher interest rates. The appropriate range of growth in the money supply would be 10 to 15 per cent in the early stages of the economic recovery.

3. Federal and provincial deficits should be constrained to avoid any disruption in the Bank's gradual tightening of money supply growth.

4. Canada's domestic oil price should rise to world levels this year to encourage conservation and development in a country that is now a net importer of oil. A second-best solution would be steady increments in the price on a quarterly basis. Cuts in provincial sales taxes would compensate for higher oil prices. Failing that, Maxwell proposes cuts in federal personal income tax.

Above all, what is needed is a sense of national purpose and a willingness by Canadians to face up to reality

Above all, what is needed is a sense of national purpose and a willingness by Canadians to face up to reality. Canada is entering a period of economic development in which the risks will be higher and the competition tougher than in the 1960s and early '70s. Failure to adjust to these changing circumstances could spell a decline in living standards.

Maxwell concludes that there is no easy way out of Canada's economic problems and no single scapegoat on which to pin the blame. She urges an end to the search for a culprit, and a change in the tone of the current policy debate. Solutions can be found within the existing institutional framework, but they "will require both restraint and statesmanship on the part of leaders in all sectors... Governments must become more efficient and more disciplined, business must take a more constructive attitude toward solving its own problems, and labour must make a serious effort to participate in the policy debate in a constructive fashion."

A statement from the Canadian Economic Policy Committee

Inflation is the outcome of "inappropriate government policies" and "excessive expectations on the part of the public" says a recent statement from the Canadian Economic Policy Committee.

While the committee's members are divided on the wisdom and fairness of wage and price controls, they are unanimous in demanding that controls be removed in "the shortest possible period of time."

The committee's policy statement notes: "With national productivity (measured in terms of GNP per person employed) expected to improve by no more than 2 per cent annually on a sustained basis, expectations that incomes for large segments of the economy can grow significantly more than 2 per cent each year are incompatible with reasonable price stability."

Furthermore, "when certain prices rise because of higher real costs of supply, as in the case of energy, it is impossible to compensate all consumers fully for the impact of inflation as reflected in the Consumer Price Index..."

The committee, which is sponsored by the C.D. Howe Research Institute, comprises representatives of corporations and labour unions.

It maintains that leadership in reconciling public expectations and economic potential must be provided by government.

The committee proposes that money supply growth be kept in the 10 to 15 per cent range in 1976 and that all levels of government curb their spending.

It notes that in recent years, government expenditure has been growing at a rate several times faster than the growth rate of real output.

"Expectations in the private sector have been fueled by the government's introduction of pension schemes for its employees that are much more generous than can be afforded by the economy, and of salaries for some categories of employees that exceed salaries paid by good employers for comparable responsibilities in the private sector."

The committee proposes that statutory expenditures be re-examined. The users of statutory programs who are above a certain level of income "should bear directly a portion of the cost of services provided." Moreover, "the principle of universality must be applied with far more caution in government social programs."

The benefits of government spending restraint should be passed along in the form of tax cuts, the committee suggests. In its opinion, this would be the most effective anti-inflation measure.

Its proposals for structural changes in government policy include: a lowering of import barriers, reduced government subsidies, and strict limits on "discretionary" government action in the private sector.

The committee "supports government initiatives to reduce protection in the private sector, including protection in various forms of subsidies, when inadequate economic performance can be clearly demonstrated."

It believes the federal government has allowed markets to become "distorted" by adding to the problems of shortages in non-residential construction through its own demands; encouraging inefficient production and higher prices, especially in agriculture; and contributing to the energy shortage by failing to provide adequate incentives for the expansion of supply and the restraint of demand.

It suggests that the power of certain groups to extract excessive gains from the economic system be investigated and that government intervene to reduce the causes of that power. The commentary on federal economic policies was reportedly signed by 48 of Canada's senior business leaders but not by any of the committee's labour representatives. lg

Queen's University Study

Federal employees favour conciliation — strike route

Almost two-thirds of federal public servants are in bargaining units that have chosen the conciliation/strike option over arbitration for settling interest disputes. And a Queen's University study says a major reason is that arbitration hasn't functioned nearly as well as it should have.

"If a system of voluntary arbitration is to retain adherents it must be based on more than the premise that the employee may have some ideological reluctance to strike," says the 62-page report, prepared by L.W.C.S. Barnes, a former president of the Professional Institute of the Public Service of Canada, and L.A. Kelly, assistant director of Queen's industrial relations centre.

The report adds: "It must also ensure that, over-all, the needs and demands of employees are met as effectively under that system as under another."The authors "conclude that this has not been the case."

When the Public Service Staff Relations Act was introduced in 1967, it was assumed that the vast majority of employees would choose voluntary arbitration rather than the right to strike. But since 1970 the trend has been to take the conciliation/strike route, and one consequence has been a sharp rise in the number of man-days lost through strikes.

Another result has been "rising concern about the merits of the right to strike for public service employees," the report adds. Yet most discussion of this right has ignored "the extent to which this shift in preferences reflects weaknesses in and dissatisfaction with the arbitration system."

The study cites several factors that, it concludes, have led to dissatisfaction: a "narrow and legalistic" approach to the scope of arbitration compared with the approach followed under conciliation; "failure" of the arbitration tribunal to give the "criteria underlying its awards"; delays in handing down awards — one award for economists took 413 days; employee suspicion that the arbitration process, "at times, has not been completely independent of government influence"; and lack of confidence by employees in the data on which the arbitration process is dependent.

"It seems essential that there be a declared policy to widen the scope of arbitration..."

The study makes several recommendations to make arbitration function more effectively and become a more attractive option for employees, the first of which is that the range of arbitral matters be extended. "It seems essential that there be a declared policy to widen the scope of arbitration," the report says. "The range of arbitrable matters should be extended as far as is immediately practicable and there should be consultation with regard to the further extensions necessary to meet the policy objectives."

The authors observe that even in 1972 Prime Minister Trudeau recognized that certain items were not referrable to arbitration and said it might be possible to widen its scope "to bring a greater degree of coincidence between bargainable and arbitrable subjects."

The report also recommends that bargaining units be given the opportunity to choose their option — arbitration or the conciliation/strike route — "at the time of impasse," rather than before bargaining starts, as is now required.

It says also the arbitration tribunal should be required to give reasons for its awards; and that the possibility of eliminating appeals to the federal court should be considered. The authors recommend a review of the role and functions of the federal Pay Research Bureau "with a view to restoring employees' confidence in the validity of the data" placed before the arbitration tribunal.

Without such changes, the authors predict "a continued swing" to the conciliation/strike option. lg

CLC conference

Women unionists demand their share

by Sharleen Bannon

Unions, governments, and the Canadian Labour Congress can expect a renewed and concerted onslaught of wide-ranging demands from Canada's female trade unionists.

An end to all types of discriminatory practices, a request for employer and government-sponsored daycare centres for children, pension benefits equal to those awarded men, paid maternity leave, and across-the-board rather than percentage wage increases in collective agreements, are among the top priorities.

They have already appealed to the Canadian Labour Congress to establish a women's department within its organization and to hold an annual conference for women trade unionists.

This concerted show of solidarity among female unionists, together with a draft declaration on equality of opportunity for women workers and a sheaf of resolutions to the CLC executive committee, emerged from the CLC's first national conference for female trade unionists.

The purpose of the three-day March conference in Ottawa was to provide women trade unionists with an opportunity to discuss CLC policy on women and to participate in workshops and hear speakers on collective bargaining, affirmative action, women and the law, and the role of women's committees in unions.

Sharleen Bannon is associate editor of **The Labour Gazette.**

The tone of militancy and anger over society's injustices to women that pervaded the 400-delegate conference was established by the first speaker, Laura Sabia.

She exhorted the delegates to unite with other women to exercise political power to end what she termed the "subliminal seduction" by religion, men, governments, and the media that has deprived women of their rights. "Women are 51 per cent of the population of Canada and we exercise hardly 1 per cent of the power," she lamented.

The only hope she held out for the elimination of the injustices against women was "involving women in every facet of our society — politics, management, unions, and decision-making at all levels."

"Let's admit it, the women's movement is a revolution"

"Let's admit it," she thundered, "the women's movement is a revolution. It's an upheaval of some of the most established, degrading, and inhuman concepts the world's societies have devised."

The long-time advocate of human rights and the chairman of the Ontario council since its establishment in 1973, told the unionists of her despair and frustration after years of waging what she termed a futile fight for reform on behalf of women.

"What legislative changes were made during international women's year to prove the politicians commitment to equality of the sexes?" she asked. "Precious few" she answered, terming them, "so minuscule, so unimportant, so patronizing, that they are not worth discussing.

"Even the new human rights code is an unmitigated disaster — allowing the politicians, the captains of the business world, the insurance companies, and the pension funds, to discriminate. The Ontario code is no better — it's full of holes and even tells the employer how he can discriminate against women."

Sabia's most surprising statement caused shock waves to ripple throughout the packed conference room. She announced she would recommend that the Ontario

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Sabia: "It always amazes me how quickly politicians put an end to programs that help women."

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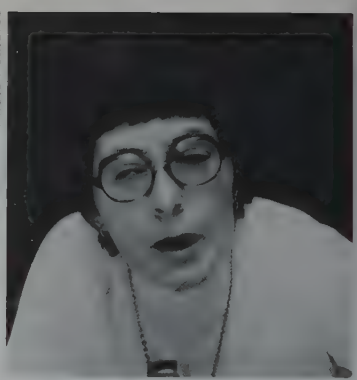
Zachon: "Male unionists have the same attitudes as other males and women unionists share problems common to all female workers."

Photo Features



Eady: "Where the majority of workers are male, the pay is high, where the majority of workers are female, the pay is low."

government and all other governments abolish status-of-women advisory councils. She accused governments of using the councils merely to pacify those fighting for women's rights while ignoring their advice.

Women must stop depending on useless advisory councils and use real political action instead, she told delegates. Sabia also took a crack at the government's anti-inflation guidelines and accused them of causing programs like daycare, which help women, "to be the first to get the axe."

"It always amazes me how quickly politicians put an end to programs that help women."

The unions did not escape a tongue-lashing, either. Sabia took them to task for not having done enough to narrow the gap between salaries paid men and women. "Male union leaders are often afraid of too many women in the labour force competing for too few jobs, and are afraid to champion women's rights."

Her remarks were greeted with prolonged applause and a standing ovation.

The panelists that succeeded Sabia on the platform during the rest of the conference reinforced many of her views and inspired many delegates to new heights of indignation and outrage over the extent of injustice to women in general and working women in particular.

The contention that "male unionists have the same attitudes as other males and women unionists share problems common to all female workers" was made by Vivian Zachon, a Montreal-based representative of the Office and Professional Employees International Union (OPEIU).

"There are too few women at bargaining tables"

Zachon, who spoke to delegates about women and collective bargaining, urged them to participate in unions in order to get maximum benefits from them. "There are too few women at bargaining tables," she told them, and urged them to elect more women to bargaining committees. She also urged them to press for such benefits as daycare and paid maternity leave rather than let them be dropped or "traded-off" at the bargaining table.

Zachon charged that women unionists are often discouraged from doing "men's jobs" and are thus often barred from training programs that could put them in higher wage categories.

She also cited evidence that showed lower wages being paid female union members doing the same job as their male counterparts, and charged that this is common practice even in unionized companies.

Mary Eady, director of the women's bureau for the province of Manitoba, supported many of Zachon's contentions and told delegates that despite equal pay laws and human rights Acts, men tend to earn more than women.

"Where the majority of workers are male, the pay is high. Where the majority of workers are female, the pay is low."

She contends that this injustice

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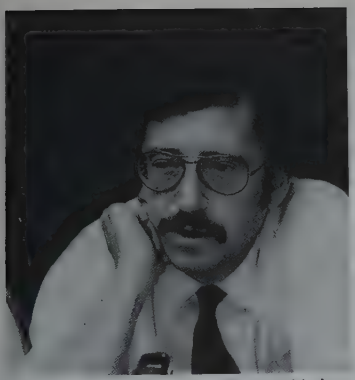


Ryan: "Special arrangements purport to be benign or protective towards women, but women almost invariably gain little from them."

Photo Features

Langan: "Until we can work together both as sisters and with our brothers...we must surely be in danger."

stems from the segregated nature of jobs which has no relevance to job skills or the importance of the job being performed. Women union members are better off than those who are unorganized, she admitted, but reiterated that sex stereotypes prevail in unions.

"Apprentices" are usually thought of as men, she pointed out, although women now are eligible for training in most trades.

She urged all workers to ask their employers about career paths within the company to the top jobs. If there are no men or no women doing a particular job, ask "why not?", she urged. Women must take the initiative in seeking better jobs and equal treatment because the vast majority of employers are obviously not doing so on their own.

Economic discrimination against women is one of the greatest inhumanities of our time, Ed Ryan told the unionists.

"Every classification based on sex is inherently suspect and almost every one is arbitrary," the lawyer and consultant to the federal Law Reform Commission warned them.

"Special arrangements purport to be benign or protective toward women, but women almost invariably gain little from them."

He urged the unionists to seek changes in family law, which he said is society's basis for dealing with economic and social relationships. "For anyone concerned with the lack of equality, family law reform is not just *another* issue, it is the *only* issue from which all other changes will follow," he concluded.

"Every classification based on sex is inherently suspect and almost every one is arbitrary"

Joy Langan, chairman of the committee on women's rights for the B.C. Federation of Labour, told delegates that contrary to popular opinion, women have played a "very real, very active, very strong part" in the union movement.

She said she rejects the contention from "our brothers" that "we don't participate."

"We've worked hard for the common good of *all* in our ranks. Unfortunately, the common good of all has most often been the common good of our brothers.

"Attitudes die hard," she warned, " and change in attitudes has to be the hardest battle we're going to fight. Other goals will be to gain the acceptance, recognition, and respect awarded our brothers.

"Our first big goal must be to raise the consciousness of our leaders and we have to do it within the spirit of the solidarity that is sacred to the labour movement."

Langan urged each union local to form a women's committee and to involve women in all facets of union activity as a prerequisite to women gaining their rightful weight of influence within the labour movement.

She rejected any contention that the labour movement isn't doing enough for non-union women, and the suggestion that women's committees in unions should champion non-union women. Langan made it clear that her reasons "are not because I don't believe in organizing unorganized women, but because — if we can't help ourselves, how can we help others?

"If we still have discriminatory language in our contracts, how are we going to improve conditions for other women — much less sell unions to them?

"Until we can work together both as sisters and with our brothers, until we educate ourselves and then integrated ourselves within our unions, we must surely be in danger. We must all work together to make solidarity in the labour movement a fact and not just a dream."

"Our first big goal must be to raise the consciousness of our leaders"

Other women urged their sister unionists to resort to lobbying and stacking meetings if necessary to put forth women's viewpoints.

One delegate pointed out the irony that many collective agreements allow a father the day off with pay when his child is born, but the mother often gets no such benefit from the employer.

Another suggested that collective agreements should provide for three days off with pay for a divorce as a variation on the usual marriage leave.

The conference also included an informative address on legislation for equality in Sweden by May Britt Carlsson, Ombudsman for the Central Organization of Salaried Employees and an adviser to the Swedish prime minister on equality between men and women.

A highlight of the conference banquet was the presentation of a plaque by the CLC "on behalf of the working women of Canada" to Sylva Gelber, retired head of Labour Canada's Women's Bureau and lifelong advocate of human rights. (see p. 182).

The conference concluded with a lively resolution-passing session and the endorsation of a draft document on working women's rights for consideration by the CLC executive committee.

Demands for government and employer-financed daycare, a women's division within the CLC, legislative reform to allow class action in cases of institutional discrimination, an end to discriminatory provisions in collective agreements, and paid maternity leave, were among the subjects of resolutions.

Conference chairman, Shirly Carr, executive vice-president of the CLC, said in an interview that she was pleased with the outcome of the conference. She was pessimistic, however, about the prospects for large-scale government-financed daycare.

"The financial situation of governments and employers is now very bad for the implementation of daycare." She lamented that "every child has a right to daycare, but this right is wiped out by austerity and the Anti-Inflation Board."

On the general issue of women in unions, the CLC's first female executive vice-president said that the major problem is getting union support for women's issues from unions that have few female members. Carr agreed with Langan that it is often difficult to involve women in union activity because of their dual responsibility to home and family.

On the subject of international women's year and women unionists, she said the year was instrumental in drawing attention to women's problems but "unfortunately didn't help bridge the gap between professional and trade union women, even though they share many of the same types of on-the-job discrimination."

Although adamantly against the government's anti-inflation guidelines, and many of its other policies, Carr did express formal thanks to the federal government for a $3,000 grant which allowed 14 low-income women from across Canada to attend the conference.

The resolutions, women's bill of rights, and conference report now are before the CLC executive committee. This particular conference will go down in history as the first national Canadian conference of feminist unionists with a unified point of view — the culmination of what was started at such smaller regional gatherings as the Toronto Labour Council's Women in the Workforce Conference last May and the Conference for Union Action to End Sexual Discrimination in the Federal Public Service, held by a local of the Public Service Alliance of Canada in Ottawa, last December. The feminists in the trade union movement seem to be making their presence felt as perhaps never before.

Many collective agreements allow a father the day off with pay when his child is born... but not the mother

Don Montgomery, CLC secretary-treasurer, in the final moments of the Ottawa conference gave the women unionists some almost unnecessary advice: "Go back to where you come from and kick the hell out of those who are giving you a hard time." Even without this exhortation, they probably will, anyway. ig

Labour legislation in Canada, 1975

Part 2: human rights

by Cal McKerral

An important development in the field of human rights legislation in Canada during 1975 was the passage in Quebec of the **Charter of Human Rights and Freedoms.**

The first chapter of Part I, under "general provisions," enumerates fundamental rights and freedoms of the individual — namely the right to life and personal security; inviolability; freedom and the possession of juridical personality; the right to assistance; and fundamental freedoms such as freedom of conscience, freedom of expression, and the right to safeguard one's dignity. Respect for one's private life, protection of property, and professional secrecy are included.

Several provisions deal with discrimination based on race, colour, sex, civil status, religion, political convictions, language or ethnic or national origins and social condition. Discriminatory publicity is prohibited, as is discrimination in the making or the carrying out of any juridical act, excepting the lease of a room in a private dwelling.

Finally, all discrimination is prohibited in the entire job sector, and the principle of equal salary or wages for equivalent work for the same employer is officially recognized. Chapter II enumerates certain political rights — such as the right of petition to the National Assembly and the right to vote or to be a candidate at an election. Chapter III, which deals with judicial rights, says every person has a right to an impartial hearing of his case by an independent tribunal. No one may be deprived of this liberty except on grounds recognized and provided for by law.

Cal McKerral is a member of Labour Canada's Legislative Research Division.

Similarly, every person arrested or detained has the right to be treated with dignity and respect; to receive separate treatment according to sex, age, and mental or physical condition; to be separated from prisoners serving sentences while awaiting the outcome of a trial; and to be promptly informed of the grounds of arrest, as well as the right to advise the next of kin, to retain counsel and to be brought before a tribunal without delay.

The right to be released on recognizance while awaiting trial and the right to habeas corpus in addition to the presumption of innocence, are recognized, as is the right to services of an interpreter. The non-retroactivity of the law is also a principle recognized in the Charter.

Certain economic and social rights are enumerated and recognized in chapter IV, namely, the right to free public instruction; to establish and maintain private educational establishments; the right for minorities to develop their cultural interest; the right to information; the right for every person to exercise his profession or trade on fair and reasonable conditions; the equality of husband and wife in marriage, and the right of aged, infirm, and mentally ill persons to protection against all forms of exploitation.

Chapter V includes special provisions on the interpretation and application of laws with regard to the Charter, concerning the right of every person whose fundamental rights are interfered with to claim an indemnity or to obtain an injunction.

Part II of the Charter establishes a "Commission des droits de la personne," the members of which are appointed by the National Assembly. Employees of this commission are not members of the civil service. Their functions are to promote the Charter, to investigate matters within its jurisdiction, analyse existing laws that could be inconsistent with the Charter, and establish a program of research and education in the field of human rights.

The commission will receive any complaint relating to a right recognized in sections 10 to 19 or in the first paragraph of section 48, whether the complaint emanates from an individual or from a group. The commission will then endeavour to bring the parties to an agreement. It may recommend the cessation of the act complained of, or order the payment of an indemnity within a time limit. If the originator of the discriminatory practice does not comply with the recommendation issued by the commission, the commission itself may bring the matter before the courts.

Part III of the Act outlines offences and penalties. Action for contravention of the anti-discrimination, anti-destruction, and anti-reprisal provisions, is to be taken under the Summary Conviction Act. Also, if a corporation commits an offence under the Charter, any officer, director, employee or representative of that corporation who prescribed or authorized the offence, or who consented, acquiesced or participated in it, is deemed to be a party to the offence whether or not the corporation has been prosecuted or found guilty.

The Charter repeals:

- The **Employment Discrimination Act**
- Section 8 of the **Hotels Act** (discrimination in public accommodation)
- Section 46 of the **Manpower Vocational Training and Qualification Act** (discrimination in manpower training)
- Articles 1664i and 1664s of the **Civil Code** (discrimination in terms of leases).

Government officials cannot be forced to divulge what has been revealed to them in the exercise of their functions if a judge is of the opinion that such a disclosure would be contrary to public order.

Sections II (discriminatory publishing, notice, sign, symbol); Section 13 (discriminatory clause in a juridical act), and Section 19 (equal pay) do not apply to life insurance, retirement plans, pension plans, or any other plan or scheme of social benefits when discrimination is founded on actuarial data based on sex or civil status.

Passage of **The Ombudsman Act** in Ontario was another important legislative development in human rights law. The Act provides for the appointment of an Ombudsman. The term of appointment is 10 years, with the possibility of reappointment for a further term or terms, but with mandatory retirement at 65.

The Ombudsman is removable from office at any time for cause by the lieutenant-governor in council on the address of the assembly. Provision is made for the appointment of a temporary Ombudsman — for not more than six months — in case of death, resignation, or other reason which prevents the performance of duties.

It is the function of the Ombudsman to investigate any decision, recommendation, or act — performed or omitted — in the course of administering a governmental organization, which affects any person or group. The Act does not apply, however, to judges or the functions of any court, or to deliberations and proceedings of the Executive Council or any committee thereof.

Certain types of matters are not reviewable by the Ombudsman. These are any decision, recommendation, act or omission:

- in respect of which there is — under any Act — a right of appeal or objection, or a right to apply for a hearing or review on the merit of the case to any court, or to any tribunal constituted by or under any Act until that right of appeal or objection or application has been exercised in the particular case, or until after the time for the exercise of that right has expired;

- of any person acting as legal advisor to the Crown or acting as counsel to the Crown in relation to any proceedings.

Application may be made to the Supreme Court for a declaratory order determining a question of the Ombudsman's right to investigate any case or class of cases.

Complaints to the Ombudsman must be made in writing, and any complaint written by an inmate of a provincial correctional institution or training school, or a patient in a provincial psychiatric facility, must be immediately forwarded, unopened, to the Ombudsman by the person in charge of the institution, training school or facility.

The Ombudsman has the discretion to refuse to investigate a matter if he judges that any such investigation is unnecessary, or that under existing law or administrative practice there is an adequate remedy for the complainant, whether or not he has availed himself of it.

Investigation or further investigation may also not be made for other reasons, at the Ombudsman's discretion. Such reasons could be triviality of subject matter, frivolity or vexatiousness of complaint, or lack of sufficient personal interest of the complainant in the subject matter of the complaint.

The Ombudsman may make such inquiries as he deems fit in order to obtain information, and may hold hearings. If it appears to the Ombudsman, that during an investigation, a report or recommendation adversly affecting any governmental organization or person might result, the Ombudsman must give that organization or person an opportunity to make representations respecting the adverse report or recommendation, either personally or through counsel.

The Ombudsman has the power to require any member of any governmental organization to furnish information and documents pertinent to an investigation, and may summon before him and examine under oath any complainant, member of a governmental organization, or any other person.

Where the Attorney General certifies that the giving of any information might interfere with the investigation or detection of offences, or disclose deliberations or proceedings of the Executive Council or a committee thereof, the Ombudsman does not have the right to such information. This rule does not apply where the withholding of any information would be injurious to the public interest. The Act does not state who decides what constitutes that which is "injurious to the public interest."

The Ombudsman can initiate remedial action where he finds that a decision, recommendation, act or omission which has been — or appears to have been — contrary to law, unreasonably unjust, oppressive, improperly discriminatory, based in whole or in part on a mistake of law or fact, wrong, or where discretionary powers had been improperly used.

When the Ombudsman is of the opinion that remedial action should be taken, he must report his opinions and reasons to the appropriate governmental organization. He may also request notification within a specified time, of the steps that the governmental organization plans to take on his recommendations.

Where the Ombudsman deems that no appropriate action is being taken, he may send a copy of his report and recommendations to the Premier and thereafter to the Assembly.

The only ground upon which any proceedings or decision of the Ombudsman can be questioned, reviewed, or quashed in any court, is lack of jurisdiction. Also, no proceedings lie against the Ombudsman or persons holding office or appointment under him, for his exercise or intended exercise of functions under the Ombudsman Act, unless it is shown that he acted in bad faith.

After having given proper notice, the Ombudsman may enter the premises of any governmental organization for purposes of any investigation within his jurisdiction, except when the Attorney General prevents such entry in the public interest. The Ombudsman may in turn, however, have denial of entry set aside by the High Court.

Penalties for obstruction, hindering or resisting the Ombudsman or any other person in the performance of his functions under the Act, for failing to comply with any lawful requirement, or for making false or misleading statements are — on summary conviction — a maximum $500 fine or a maximum three months imprisonment, or both.

Another major development during 1975 was the new **Human Rights Act** in **Prince Edward Island.**

The new Act extends the grounds prohibiting discrimination. Now, the term "discrimination" throughout the Act means discrimination in relation to the race, religion, creed, colour, sex, marital status, ethnic or national origin, or political belief of any individual or class of individuals.

Previously, anti-discrimination provisions existed on grounds of race, religion, religious creed, and ethnic or national origin. Sex discrimination prohibitions existed only in the area of equal pay.

Another important expansion in the anti-discrimination provisions is the addition of age — 18 to 65 years — and physical handicap as prohibited grounds for discrimination in employment and employment-related areas such as equal pay, union membership, trade or professional association membership and agencies — including ones using volunteers — that carry out a public function.

The Act provides for the establishment of a three-member human rights commission. The commission is responsible for the administration and enforcement of the Act, and for the development of a program of public information and education in the field of human rights.

In the specific area of equal pay, **Manitoba** added Part IV, "Equal Pay" to its **Employment Standards Act.** The amendment repeals the **Equal Pay Act.**

The new provision prohibits employers or persons acting on their behalf from paying employees of one sex wages on a scale different from that paid to employees of the other sex in the same establishment, if the work required and performed by employees of each sex is the same or substantially the same.

The "same" work means jobs, duties, responsibilities or services that are "the same or substantially the same kind or quality and are substantially equal in amount." A difference between wage scales for males and females does not constitute a failure to comply with the provisions of the Act if the difference is based on any factor other than sex that, in the opinion of the Labour Relations Board or Wages Board would normally justify the difference.

The acceptance by an employee of wages on a scale contrary to the Act is not deemed to be a defence to an action by an employee to recover wages on a different scale, a bar to the laying of a complaint under the Act, or a defence to a prosecution under the Act.

The provisions prohibit discrimination by an employer against an employee because the employee has made a complaint or given evidence under the Act. Collective agreements must not establish wage scales that are forbidden by the Act. lg

forum

FORUM invites readers to freely express their opinions on topics of concern to the working population.

Letters must be signed and length should not exceed 600 words.

New goals for unions

In a recent speech, management consultant Donald Houck, a partner in Currie, Coopers and Lybrand Ltd., predicted that "unions will seek new ways to justify their existence." (See p. 194).

He claimed that, despite the anti-control rhetoric of union leaders, most of their negotiators have "accepted the fact that the Anti-Inflation Board does exist and constitutes the central fact in bargaining." This is reflected in the trend toward settlements that fall within the guidelines.

Even such vocally militant unions as the United Electrical Workers (UEW) and the Canadian Union of Public Employees (CUPE) are signing settlements for 12 per cent and less. The UEW recently had to be content with 11 per cent from Canadian General Electric when the majority of members ignored their leaders' plea to reject it.

CUPE's two big municipal groups in Toronto, Locals 43 and 79, recently settled for a 12 per cent raise, following the lead of CUPE locals in Hamilton and Sudbury, which had previously bowed to the legislation. The Metro Toronto settlement was approved by the members despite the national union's strong stand against the controls, and despite the locals' original demand for a 24 per cent increase.

Houck recognizes, as does anyone with labour relations experience, that the restraints imposed on the unions' bargaining rights undermine their value to their members. He foresees "a new emphasis on safety and health issues."

He is probably right. But health and safety, though important, do not in themselves offer sufficient scope for unions to offset their impotence on monetary issues. If the labour movement is to be stuck with an arbitrated system of income distribution for another two and a half years, it will need to find other ways of justifying its existence to its members.

A seemingly obvious area — one that has hardly been touched in Canada — is the concept loosely described as "industrial democracy." If unions are prevented from winning more pay for workers, why not concentrate on making their working environment more pleasant, their jobs less onerous? Why not give workers some voice in managerial decision-making?

One of Canada's most prestigious labour adjudicators, Senator H. Carl Goldenberg, reflected on the need for humanizing work in a recent speech to the Canadian Club in Montreal. Job boredom, he declared, "is a major cause of absenteeism, alcoholism and high labour turnover," and "tends to alienate the younger and better educated workers of today."

Senator Goldenberg referred to the few enlightened employers who are experimenting with such innovations as "group assembly, which provides each worker in a group with a greater variety of tasks and more opportunity to use his skills."

He said that employers and unions should co-operate in such ventures, pointing out that the psychological causes of conflict could be reduced by making work more interesting and challenging.

Unfortunately, most Canadian union leaders are so wedded to the adversary system of labour relations that they consider industrial democracy to be as great a threat as wage controls. For it is based on the kind of co-operation with management — and even, in its more advanced form, on a sharing of management — that would undermine the adversarial approach.

This all-out commitment to the private enterprise version of "free collective bargaining" has backed labour leaders into a corner. By refusing to explore the possibility of adapting to a system of industrial democracy, they are making themselves and their unions more narrowly specialized, and more vulnerable to the winds of change now blowing in other industrialized countries.

In most of the European countries, initiatives have been taken — both through legislation and in straight union-management negotiations — to extend worker participation in matters previously considered exclusively managerial. These range from job design and productive techniques to representation on boards of directors.

The New York Times, which recently surveyed such developments in Europe, reports that "most ventures of this kind receive wide applause as healthy steps toward increased industrial democracy in a period when a

younger, better-educated work force is challenging many of the authoritarian premises of top-down industrial rule."

The most progress toward greater worker involvement in decision-making is being made in Sweden. A government bill "Democracy at Work," is now before the Swedish parliament. It empowers unions to demand contract clauses establishing joint responsibility for corporate decisions on investments, plan location, and even products.

The unions in Europe have not lost their viability, or their value to the membership, by embracing industrial democracy and striving to implement it at the plant level. They have, on the contrary, enhanced and broadened the range of benefits they can offer workers.

This is in sharp contrast to the attitude of Canadian union leaders, who have narrowly confined their objectives to those that can be obtained through "free" collective bargaining — even though bargaining is no longer free.

Ed Finn
in *The Toronto Star*

AIB hasn't killed collective bargaining

Labour relations pundits are now suggesting that free collective bargaining is dead or dying because of the federal government's legislative restraints on wage and price increases.

The pundits are also suggesting the roles of the traditional middlemen — the mediators, conciliators and arbitrators — are dead as well because of the controls.

They say the negotiators can't engage in the great art of high-powered bargaining — making proposals and counter proposals, trading off one thing for another — with the government's Anti-Inflation Board waiting down the road to roll back the settlement.

It is burlesque, the argument goes, to try to negotiate a money package, or accept a middleman to do the job for you, for the very same reason.

In the East it's reported that Canada's renowned industrial relations adjudicator, Senator Carl Goldenberg, won't accept any assignments because he knows the Anti-Inflation program would reduce his job to play-acting.

In the West, B.C.'s widely-known consultant, Clive McKee, has wound up a food industry settlement with word that collective bargaining, as he knew it, has ceased to exist.

This is labour's side of the story, now aided and abetted by McKee. The employers don't go along with it and neither does the government which brought in the controls.

So we have labour standing up against the employers and the government, which is nothing new.

What is new, is that the funeral procession is being brought out by the labour executives as part of their campaign in public to discredit the controls program and topple it before the three-year term is over.

It doesn't seem to matter that Labour Minister John Munro says bargaining demands "now on the table across the country indicate that collective bargaining is alive and well."

Or that Beryl Plumptre, vice-chairman of the Anti-Inflation Board, says collective bargaining won't die "because you can still bargain within the controls."

In fact, Plumptre says in a Vancouver interview, "We are trying to give a bit more than we should give in the first year when a degree of equity is required in specific negotiations." In other words the board has room to manoeuvre....

What the unions are doing publicly to discredit the controls does not seem to jibe with what they're doing behind the closed doors of the bargaining room.

The developing experience in B.C. seems to find the employers and unions bargaining collectively above the guidelines — well above, in some cases — and then making a submission together to the Anti-Inflation Board to justify their actions.

They don't seem to be paying too much attention to the advice of their central labour or management bodies. The unions, for example, are not refusing to join with the employers to get a contract approved by the board. And the individual employers are not refusing to negotiate a contract above the guidelines that would be inflationary.

As time marches on, and the labour-management groups overcome the perplexities of the paperwork required by the controls program, it might well be that they'll bargain as if controls did not exist.

So long as the bargainers show some reasonable restraint there's a chance their contracts will get by the Anti-Inflation Board. After all it's a restraint program, not yet a freeze.

If the board finally does more than reassure people it will be tough

with controls over prices and profits, as well as salaries and wages, then the program might survive three years and collective bargaining with it.

It might win the war against two-digit inflation, which is what it's all about.

George Dobie
in *The Sun*, Vancouver

Strikes-do-pay philosophy

In 1967, the great bulk of federal civil servants were given the right to strike. They could choose, before the opening of negotiations, to take the path that could end in binding arbitration, or that path that could end in a strike. It was believed that most would settle for binding arbitration.

A Queen's University study by L.W.C.S. Barnes and L.A. Kelly of the Industrial Relations Centre, has shown that this has increasingly ceased to be true. (See p. 200). Initially, the vast majority of civil servants opted for arbitration. But a lot of them quickly changed their minds, particularly during 1974. Now, nearly two thirds have chosen the course that can end in strike.

And they have been striking. In the fiscal year of 1973-74, 840 man-days were lost as a result of strikes in the federal public service. By the fiscal year of 1974-75, that had climbed to 84,130 man-days; and that did not include days lost by the postal strike.

"There does appear to be a 'strikes-do-pay' philosophy in Canada," the authors note, "which may have gained easy acceptance in the federal public service because of an impression that the Government is anxious to avoid strikes by high-profile groups and that the threat of a strike, even by a weak group, may cause political concern."

We have Prime Minister Pierre Trudeau's own words to prove that government has been yielding more readily to excessive pay demands than has the private sector. "In the first half of this year," he said in his late-December interview on the economy, "public sector salaries have grown by something like 22 per cent as against 14 per cent in the private sector because in the private sector there's a limit. It's called bankruptcy."

The people of Canada are slow to anger, but when they do finally reach a certain point of rage they can demand changes their political leaders cannot resist and retain power. Almost certainly, they are building to such a point of rage with regard to strikes in the public sector.

They object to endless strikes which deny them public services — at the federal, provincial and municipal level. They object to being used as pawns to win for public servants higher wages than they (the paymasters) can win. They object to public servants, who have always had far greater security of employment than private sector workers, now moving ahead on the pay scale as well. Are these to have job security and the highest pay, while those who pay them — the taxpayers — live on lower pay and at constant risk of losing their jobs?

But it won't solve the problem to withdraw the right to strike from public sector workers, unless at the same time they are assured of justice in dealing with their employers. Without such a guarantee they would strike illegally.

There has been some research, and there needs to be a great deal more, into the means of reaching settlements without strikes. Mr. Trudeau has suggested that essential public sector workers be indexed to "the industrial wage of the rest of society." But the indexing would have to include more than wages. In some things — pensions, for example — public workers are already more generously treated than private workers; but in others they fall behind.

Governments — with the provinces working with Ottawa — should be consulting labour and business and drafting a variety of structures for binding arbitration that would be fair.

If they delay, they will only ensure future bitterness, chaos and a possible breakdown of respect for the law. Strikes in the public sector are going to be outlawed, because the electorate will demand it. Canada should be putting itself in a position to replace strikes with other machinery to produce settlements that will be seen as just.

Editorial in *The Globe and Mail*

Economy needs more female participation in the labour force

A rather interesting conclusion on the role of working women in the economy is contained in the Economic Council of Canada's 12th annual review.

This is the Council's finding that Canada could maintain its relatively high rate of recent growth into the 1980s if the participation rate of women in the labour force were to continue to increase at the same rate as in the last few years.

Without more participation by women or a tripling of the current

level of immigration (or some combination of the two), Canada's potential economic growth rate will fall to about four per cent from about five per cent during the 1960s and '70s, the council says.

Slower growth inevitably means a slower improvement in the standard of living....

No one appears to take seriously either of the options of maintaining growth.

Nor has anyone pointed out that the council is implicitly overturning a traditional quasi-economic argument often used against women working outside the home — that by doing so they are taking jobs away from men, rather than contributing to the economy.

Of course, there would be some problems with relying on more women working to maintain growth. The number of women in the labour force can only be increased by a finite amount, and the increase in participation rates is likely to be a one-shot or at least short-term affair.

The council itself points out that "the question remains whether we can modify participation rates in the desired way. We still lack a clear understanding of the motivations of economic agents, and the effects of intervention are felt only slowly."

But given that currently only about 40 per cent of Canadian women are in the labour force, compared with 45 per cent in the U.S., 59 per cent in Sweden, and 52 per cent in the U.K., it doesn't seem it would be all that difficult to increase female participation rates.

The service sector, which traditionally employs a high percentage of females, is expected to account for most of the employment growth in the next decade. Thus it would be relatively easy for employers to increase female employment without upsetting too many sexist stereotypes.

Almost any woman could give the government a list of policies which would encourage female participation in the workforce. Among these would be adequate and subsidized child care, equal pay for equal work, real opportunity for promotion, an end to sex-stereotyping of occupations, and better education.

June Menzies, a Winnipeg economist and vice-chairman of the Advisory Council on the Status of Women, says the most important contribution to increasing women's participation in the labour force would be the provision of adequate child-care facilities.

She points to a U.S. study for the department of labor made in 1970 which showed that one child costs a woman 10 years of lost labour force participation on the average, and each additional child costs several more years.

The second most important determinant of participation after children is the woman's educational level, Menzies said. Canadian women are still on the whole less well educated than men. This is particularly true of higher education, where the percentage of women decreases as the level of education beyond high school increases. But it is also true that the better educated the woman, the better the chance she will work.

The changes needed to encourage more women to work can't be made overnight. But child care is one critical area where changes could have a considerable effect by the early 1980s. Equal opportunity and affirmative action legislation might also boost the percentage of women working rather quickly.

Maybe Canadian society isn't ready for these changes. Maybe it is considered more important to keep Canadian women in their traditional position in the home than to enjoy the benefits of high economic growth. Or maybe slower growth will be considered desirable for other reasons.

But if there are no policy changes to encourage more women to work, or to encourage more immigration, Canadians should realize that by doing nothing they are opting for slower growth.

Margaret Piton
in *The Journal*, Ottawa

Backlash against jobless

When the economy sours and unemployment begins to rise, the initial public response is one of sympathy for those whose jobs have disappeared.

After a number of months of continued high unemployment, however, public attitude begins to change and the makings of a backlash against the jobless start to appear.

Blaming unemployment on the unemployed is both cruel and indefensible. But as a mirror of some of the least attractive traits of human nature, it is not inexplicable.

Much as the average working Canadian fears losing his job, what he fears more is the possibility that, if it did happen, he wouldn't be able to find another one.

Accepting the fact that hundreds of thousands of fellow-workers have

lost their jobs and can't find new ones means recognizing that prospect as real.

Refusing to accept such a possibility requires believing that those without jobs are deliberately choosing not to work.

And that is why it is in periods of sustained high unemployment that demands to tighten up welfare and unemployment insurance and "force the malingerers to take work" are heard.

According to the most recent figures from Statistics Canada [released in March], the number of jobless Canadians has now reached 800,000, while the number of job vacancies has shrunk to less than 45,000 in all of Canada.

It may seem incongruous that there should be any job vacancies at all, but many of these are highly specialized technical or managerial positions. While the unemployed are largely unskilled, roughly half the job vacancies are classed as "white collar" and the balance cover a range of blue-collar skills.

As well, since there is a constant turnover taking place as people shift from one job to another, there is bound to be a significant number of jobs open on any day surveyed. The process of interviewing applicants and selecting the successful candidates is not an instantaneous one...

With economists in uncharacteristic agreement on the prediction that high unemployment will persist for at least a good many months to come, unemployment insurance and welfare rolls are certain to remain conspicuously high for some time.

Leonard Shifrin
in *The Citizen*, Ottawa

The high cost of labour mediators

The cost of outside help in settling labour disputes is going up. Inflation is part of the reason. So is the scarcity of qualified mediators for high-profile confrontations.

But neither inflation nor scarcity will be chiefly to blame for costs moving even higher. A greater culprit is the tendency of some governments, when faced with public-interest strikes, to purchase only the most renowned and expensive talent available.

Stanley Hartt, a Montreal lawyer hired by Ontario in a fruitless attempt to bring 8,600 teachers and the Metropolitan Toronto School Board together last summer, came at an estimated $760 a day. That is roughly 50 per cent more than any seasoned grievance arbitrator in the United States might expect today.

Stripped of inflation, it also is about a third more than the $300 a day that H. Carl Goldenberg received for a similarily unsuccessful attempt to keep the country's railways running in 1966....

Marc Lapointe, chairman of the Canada Labour Relations Board, argues that a bigger pool of competent mediator-arbitrators is needed today just to service a greater number of bargaining problems.

There also are cost implications that do not get addressed. If bargaining situations increase and the pool of mediator-arbitrators stays the same presumably the price for the available talent will keep rising.

Sen. Goldenberg may not have been available when Ontario needed help in the teacher dispute. But it is interesting to compare his bill for four months spent arbitrating a 1974-75 settlement for 5,700 Toronto Transit Commission employees with what Hartt received.

Sen. Goldenberg charged $19,950 plus $1,573 in expenses for the TTC job. Hartt got $37,980 plus expenses for his services between July 17 and Sept. 1. He spent two of those 11 weeks on vacation but put in at least five days in each of the other nine. Fifty days on the job works out to $759 per diem.

It can be said in Hartt's defence that his task was more pressing. The threat of a strike did not hang over Sen. Goldenberg's head and there was ample time for him to complete his assignment. Commissioned in September 1974 by the Ontario Department of Labour, he reported in January.

Complaining about $760-a-day mediation fees, is not likely to make them disappear. Few companies or unions in the private sector would put up the money to hire Hartt or his colleagues. But when governments face major strikes and feel they have no alternative, the price of an experienced mediator often matters little....

The number of senior mediator-arbitrators available in Canada probably could double without upsetting current fee schedules. The frequency of crucial public service labour disputes alone suggests that....

In any given year now, there are one or two disputes that could shut down airports or airlines, several that threaten garbage and snow removal services in major cities and

a growing number that involve teachers, nurses and doctors.

Public problems, whether labour-oriented or of a much broader nature, never cost Canadians all that much to resolve during the late 1960s. But that period seems particularly remote today.

Clarence Barber, head of the University of Manitoba's department of economics, produced a 12-volume Royal Commission on Farm Machinery report in 1971. He was paid $150 plus $25 costs a day. Three years earlier, A. Davidson Dunton, of Ottawa, and Jean-Louis Gagnon, of Montreal, co-chairmen of the Royal Commission on Bilingualism and Biculturalism, wound up getting $100 a day and expenses.

Going back farther, Kenneth LeM. Carter, a chartered accountant, spent four years between 1962 and 1966 compiling the Royal Commission on Taxation report that led to a national tax reform beginning in 1972. His allowance was $100 a day and expenses.

Murdoch A. MacPherson, Sr. of Regina, headed the 1959 to 1961 Royal Commission on Transportation for $75 a day and expenses. Chief Justice Emmett Hall of Saskatchewan, whose Royal Commission on Health Services report was tabled in 1964, got $50 a day and expenses.

Interesting to compare are the per diem rates paid to Mr. Justice Victor L. Dryer, of the Supreme Court of British Columbia, as chairman of the federal government's three-man board of trustees over the Seafarers' International Union of Canada and four other unions in 1963 and to Mr. Justice Ivan C. Rand, of Moncton, N.B., to inquire into the stock dealings of Leo Landreville, a former Supreme Court of Ontario justice in the late 1960s.

Mr. Justice Dryer received $60 a day plus expenses, but Mr. Justice Rand got $200 a day and expenses.

Financial Times News Service
in *The Province,* Vancouver

Bosses are human too

Most factories have shop stewards, men who, among other things, listen to the grievances of union members and try to get them settled by arbitration, strikes, screaming, or whatever.

So why aren't there any management stewards, men who listen to the grievances of bosses and try to get them settled by arbitration, strikes, screaming, or whatever?

Seems terribly unfair to me somehow because despite reports to the contrary bosses are human, too, you know. Yet if management went on strike it would be accused of authorizing an illegal lockout, because for a reason that escapes me strikes are either legal or illegal but lockouts are always dirty pool.

I belong to the ranks of labour yet I have always sympathized with the burdens of the bosses. They had it made less than 70 years ago but since that time the pendulum has swung from Point A through Point B — the happy medium — to Point C, where unions demand and management says, "please."

I hope I live long enough so we can swing the lead — an unfortunate phrase — so it hangs around Point B.

In view of those feelings, I have read a number of books on labour relations — and yet have looked in vain for even one single pamphlet on Boss Relations which, when you think of it, is as odd as a four-sided triangle.

To put it another way, people in management are part of a badly-treated minority.

I am not suggesting that if you meet your employer in a corridor that you should flinch like a galley slave caught resting on his oars. He doesn't expect it and if he got it he might like it and have it written into your next contract.

What I'm getting at is that a boss's health and general well-being is almost as important to you as it is to him.

Neither do I suggest you should occasionally ram a thermometer down his gullet or offer to save wear-and-tear on his heart by carrying him up the stairs, piggy-back. But when you meet him you might ask him how he feels with such observations as "mustn't overdo, Boss" and "you look a bit peaked today" and "nasty colour this morning, sir."

A year or so of that and your boss, if he is the sensitive type, will take your concern seriously, retire early, and take off for Florida to live.

You will find that such kindness on your part will give you a warm, glowing feeling. And you might even get a crack at his job.

And why not, say once a year, gather some of your colleagues around you and outside the Plant Manager's office sing a rousing chorus of, For He's A Jolly Good Fellow And So Say All Of Us, Except For Two Of The Shop Stewards...

To sum up — cultivate your boss, there's no telling what sort of crop you reap.

John Robinson
in *The Spectator,* Hamilton

Controls inflationary?

It would be ironic if the people who have been given the job of fighting inflation turned out to be, over the next few months, the main inflationary force in the country.

But it is completely possible. What they say and what they do may tend to perpetuate the very problem they were assigned to solve.

Inflation itself, as the latest Consumer Price Index shows, is coming down nicely. In the past three months [December to February] it has been running at an annual rate of 6 per cent. This is still too high for comfort, on any long-term basis. But it is less than half the rate last summer. It's in line with the 6 per cent inflation rate expected this year in the United States.

More important, it is already well below the 8 per cent inflation rate which finance minister Macdonald has announced as the 1976 target — to be achieved by the last three months of the year — of the government's anti-inflation program.

Of course, the rate of inflation may go up again in the coming months. Such policies as the high interest rates decreed this week by the Bank of Canada will tend to push it up unless outweighed by the natural economic forces.

But suppose it stays at 6 per cent or lower. Then the government's anti-inflation program, by its very design, becomes a pro-inflation program.

The rule for wages, for example, is that a 10 per cent increase is permitted this year for all except workers who have achieved extraordinary gains in the past two years. And even these can get at least 8 per cent.

Now these are not inflationary increases if the cost of living is rising faster. But if wages are going up by 10 per cent and the Consumer Price Index is rising by 6 per cent, there is at least suspicion that the permitted wage increase is inflationary.

Nothing in the anti-inflation rule book says that workers must get 10 per cent. It is a ceiling, not a floor. But it is a well-known principle of government price and wage control that the ceiling becomes the floor.

A labour leader who failed to get the full wage increase allowed by the anti-inflation rules would have some tall explaining to do when next he faced the union membership. And companies find it hard to resist increases which can be passed on fully — with the complete blessing of the official inflation fighters — in prices.

If we are getting back to more normal times, a 10 per cent wage increase may look good again. In the "normal times" from 1965 to the beginning of the double digit inflation in 1974, the average annual rate of wage increase in Canadian factories was 7.2 per cent.

The inflationary effect of the program itself may be one of the reasons behind Jean-Luc Pepin's warning that a surge of prices may come as business understands what it can do and still stay within the rules.

The chairman of the Anti-Inflation Board may be regarded as merely prudent to warn about future price increases. Or, taken another way, he could be accused of building up the inflationary expectations which he is supposed to be restraining.

It is not unknown for someone who is put in charge of a problem to become a spokesman for the problem as well as an advocate of his particular solution. When Beryl Plumptre was chairman of the Food Prices Review Board, for example, she tended to predict higher future increases in food costs than those which actually occurred.

In future months, if inflation continues on its present downtrend, it may be rather difficult to sustain public support for the complicated and increasingly costly control machinery. And the machinery probably must be kept going until it — and the government — can claim a major share of the credit for the decline in inflation which would have happened anyway.

But perhaps Canada's inflation fighters will themselves make sure that their assigned problem does not vanish too quickly.

Certainly the inflation fighters at the Bank of Canada have made a contribution by pushing up the whole structure of interest rates...

In the end, the forces now making for a lower inflation rate will probably prevail, although inflation cannot be "licked" or permanently "wrestled to the ground." And then we will argue for years about how much credit is deserved by the anti-inflation program. But there is a chance that from now on, its contribution to the fight will be negative.

Don McGillivray
National Economics Editor
for Southam Newspapers
in *The Gazette*, Montreal

Books

The Canadian Labour Market

by **Stephen Peitchinis,** Oxford University Press, 1975

This book, a revision of a 1970 text, is, according to the author, a study of the employment of human resources (i.e. labour). The book, unlike many standard texts, is most readable and chooses to pose provocative ethical questions and thus partially transcends narrow technocratic discussions.

Peitchinis raises a number of significant themes relating to problems of our labour market. For example he notes that "Canadian society has not found it necessary heretofore to commit itself to a policy of full employment" (p. 81). Indeed, he states Canada has the "...sorriest policy in the world" (p. 165).

At times more a moralist than an economist, he asserts: "The social aspects of unemployment are not fully appreciated by those who do not have the misfortune to experience unemployment, particularly the socio-psychological aspects" (p. 166). Peitchinis also suggests that our society has a double standard in its social and economic concern for different groups. There is a "...general tendency to regard production workers as more dispensable than office workers..." (p. 70). This is accentuated by the knowledge that little has improved over time. There has been very little change in the distribution of wealth and "the gap between the highest employment income and the lowest in 1970 was 936 per cent!" (p. 285).

In terms of territorial disparities he notes that "Comparing 1939 with 1972 it appears that: (1) the gap between have and have not regions has been widening..." (p. 275). Perhaps the most relevant theme in the book is the observation that "Prices do not always decline in periods of contraction in economic activities; indeed it has become rather common for unemployment and prices to rise together" (p. 319).

While the author wisely provides ample data and descriptive statistics, he provides no inferential statistics that might clarify certain relationships. The bibliography, while useful and including many Western sources, lacks significant writings from Eastern European sources. This is unfortunate since Eastern Europe has experimented with a varying combination of free enterprise and central planning.

These criticisms are minor, however, when compared to the numerous questionable assumptions and unqualified assertions made by the author. For example the assertion that "rising excessive unemployment is viewed as a permanent characteristic of technologically advanced economies" (p. 61) is inaccurate for a number of developed East European socialist societies. Equally surprising is Peitchinis' assertion that "nevertheless it is evident to the most casual observer that the great majority of workers are adjusting successfully to most technological changes, as they have always adjusted" (p. 155). By such a comment, the author ignores the vast literature on workers' alienation and mental health.

The most unwarranted assertion, however, is the following: "The Canadian wage structure has the characteristics of a structure that is the outgrowth of the free play of market forces. It has not been burdened by customary and legislative rates as the structure of some older industrial nations have..." (p. 273). The minimum wage legislation, marketing boards, government subsidies, not to mention the current Anti-Inflation Board, reflect how the "free market" in fact — if not the myth — has long ago been obliterated.

The author also postulates that "...whereas foreign capital is purchased or rented at a price, the manpower acquired through immigration is a gift" (p. 47). The extensive costly social services needed in increasingly crowded cities, the focus of immigrant arrivals, is a cost that short-term economic analysis ignores.

It is this latter criticism that reflects the fundamental weakness of the book. It lacks a knowledgeable discussion of the more critical writings in political economy and of the broader environment of the Canadian labour market. Thus, despite posing important ethnical questions, the author does not discuss all significant streams of economic theory. While Adam Smith

and J.S. Mill are indexed, Karl Marx, J. Robson, class and elite are not.

Indeed there is no chapter on ownership patterns. Is one to infer that ownership is unrelated to the labour market? The result is that the work raises only in piecemeal fashion criticisms of current labour policies and the author is unable or unwilling to suggest a logical pattern in the faults of the current mixed economy. Thus while specific applications are criticized, many liberal economic assumptions are left unchallenged.

The author's implication seems to be that the world of multinational corporations, monopolies and class exploitation has not yet fully arrived. In response one can only offer Keynes' dated but still relevant comment: "The outstanding faults of the economic society in which we live... are its failure to provide full employment and its arbitrary and inequitable distribution of wealth and incomes."

— Alan Whitehorn

Alan Whitehorn is a research associate at the Institute of Canadian Studies at Carleton University, Ottawa.

To See Ourselves

Five views on Canadian women
Shirley Popham, executive editor, International Women's Year Secretariat, Privy Council Office, Information Canada, 1975

To See Ourselves is a collection of facts, statistics, and definitions about women in Canada. Published under the auspices of Marc Lalonde, minister responsible for the status of women, it was compiled during 1975 by the International Women's Year Secretariat as part of the federal government's international women's year program.

The book contains a series of five essays by journalists and a striking 61-page collection of black and white photographs by four Canadian women photographers.

The first article, by Sheila Arnopoulis, argues that the non-professional working women — the largest group in the female labour force — are trapped between poor working conditions, little job security, and low pay, on one hand, and economic needs — and in some cases a family or an unemployed husband — on the other.

The second article — about the homemaker, subtitled, *First Comes Love* — by Sharon Brown, is a personal and more interesting view of women in Canada. It toys with the idea of integrating homemakers into the labour force and opens the question — on a strictly philosophical plane — of salaried housework, an argument that has recently aroused the interest of economists and some academics across the country.

Brown, an accomplished journalist who guided the book through the publication, then passes the debate, quite naturally, to the people she believes most qualified to answer the question.

Brown's article, based on a series of well-researched interviews with women, is well-written, highly readable and shows evidence of care and deliberation.

The third article, the status of the professional working woman in Canada, was a difficult assignment. Written by Montreal-based economist Dian Cohen, it is little more than a long list of statistics suggesting that while the status of the professional female worker is at a "turning point", deep-rooted prejudice, presumably among male employers, is slowing what would be a bra-less victory march to top management and high executive pay.

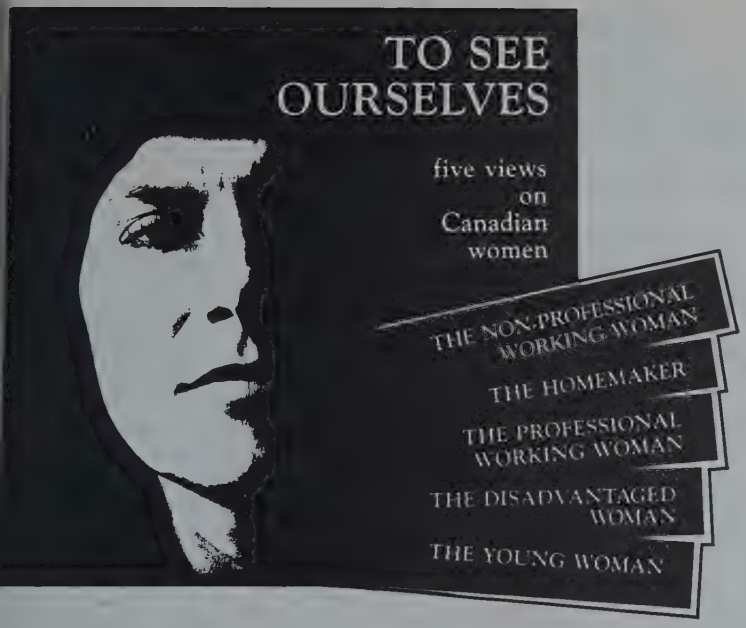
Cohen accuses the male establishment of viewing the articulate, highly-qualified female worker as a sex object who possesses no real abilities and who, despite her string of degrees, is secretly stalking executive corridors for a husband. Cohen also argues that men too often view work, a career, and a full-time occupation as a masculine pursuit.

She attempts to introduce a sober note into her article by suggesting, quite seriously, that on average men are more likely to be crippled by heart disease, ulcers, stomach and liver ailments. But judging from what she implies in her article, male executives should be in better shape. After all, don't they spend most of their time dodging half-crazed women with college degrees?

The Disadvantaged Woman, a well-argued and well-written article by *Toronto Star* reporter, Margaret Daly, is concerned with a class of underprivileged women who are often forgotten by official literature and government documents.

The article looks closely at disadvantaged women across the country who are forced by their circumstances to support a family, who are crippled by poverty and who often have been deserted by their husbands.

Daly directs her attention to the myriad programs designed to improve the status of the poor, the now-famous orange paper that outlines federal government policy objectives on welfare, and the bureaucratic jungle of so-called benefits offered by provincial and federal governments.



In many cases, the government institutions and the social-welfare agencies set up to improve the conditions of the disadvantaged have failed, and despite government pronouncements and official documents, the plight of the poor remains unchanged.

The concluding article is concerned with the struggle, aspirations and the hopes of the young female in Canada.

Written by Katherine Govier, a free-lance writer living in Toronto, it has an obvious personal tone and is based on a series of interviews that have captured an air of optimism and an unyielding desire of young women for self-fulfillment.

Govier has astutely chronicled the confidence, the determination and the imagination of youth. She writes "they'll never marry, they'll travel, they'll soar..."

But life is not without its obstacles, and for the young female in Canada, Govier suggests that society with its rigid morality and conservative intransigence may crush a determined youth eager for freedom and change. She writes that sex roles and behaviourial patterns taught at home, reinforced by schools and inherited by the work-world have all contributed to growing alienation and frustration among the young. In short, society has failed to adapt to a new breed of emerging young women who demand freedom and require equality with men.

Govier makes no attempt to look into the future. She realizes that the future of young women in Canada is complex, marred by confusion and marked by uncertainty. Above all, it will be determined by the women themselves and by the world they live in. But she believes there is still hope.

As a whole, *To See Ourselves,* is a valuable and factual account of the status of women in Canada. It is based on a cross-section of women — some poor, some affluent, some trapped by circumstance and others who are still free to decide for themselves. And its message is crystal clear: fundamental changes in societal values and attitudes are necessary before the status of women can improve.

— Patrick MacKenzie

Patrick MacKenzie is a free-lance writer living in Ottawa

Fifty Years Ago

Government employment offices and private **employment agencies** have been in existence in this country for more than 70 years. The first free government employment centres were set up in Ontario under legislation enacted in 1906; in Hamilton, Ottawa and London in 1907; in Berlin (now Kitchener) in 1908; in Brantford in 1910; and in Walkerville in 1912. These offices received very little financial support because they were operated on a part-time basis and regarded as a sideline that deserved very little attention. Under such circumstances, it was difficult for them to compete with private agencies which were able to secure a lion's share of the business. In 1910, Quebec passed an Act authorizing the establishment of free employment offices for workmen in the province, under the control of the minister of public works and labour. Under this Act offices were opened in Montreal and Quebec in 1911, and in Sherbrooke in 1912. More financial assistance was provided for the maintenance of the Quebec offices than was granted those in Ontario, and more efficient work resulted.

During periods of low employment jobs were naturally very scarce and unemployment caused great hardship to many people, but this did not bother the private employment agencies — the fewer employment vacancies there were, the higher they raised their fees. The public soon realized that a less mercenary system was needed. The economic and social suffering during these periods was responsible for the birth of trust until release." Prior to 1921, organized labour was usually opposed to work being done in the penitentiaries because it might compete with free labour even if the work were done for government departments. The Trades and Labour Congress of Canada, in its legislative proposals, had requested "that steps be taken to give effect to the report of the Government Commission (1921) on Prison Reform." This Commission recommended statutory provision of productive labour for all convicts, the advantages of which were described by Brigadier-General Hughes, superintendent of penitentiaries. "The inmates of the penitentiaries are the wards of the Dominion Government, and there is no valid reason why goods required for state use, and state use only, should not be made, as far as possible in the penitentiaries. The municipal employment offices, which were established in Toronto in 1908 and in Victoria, Vancouver, New Westminster, Edmonton, Calgary, Winnipeg, Ottawa and Montreal during the slump of 1913-14. With the exception of Calgary, in which case a small fee was charged, the services of all offices were free. Private agencies frequently defrauded immigrants who had just arrived in Canada, so in April 1913, the federal government passed an order in council designed to protect immigrants. In reporting the new order in council, the May 1913 issue of *The Labour Gazette* said it "is designed... to protect immigrants against impositions and injustices at the hands of unscrupulous agents trading on their ignorance of conditions in this country... While it is not suggested in the order in council that the employment agencies throughout Canada are generally of an undesirable class, the Dominion Government has satisfied itself by investigation that conditions exist in some localities which render the passage of these regulations most desirable."

Keeping **inmates of prisons** productively employed was the subject of a resolution adopted without opposition in the House of Commons on March 31, 1926, and reported in the April 1926 issue of *The Labour Gazette*. The resolution, moved by Miss Agnes MacPhail, Member of Parliament for South-East Grey, stated that, in the opinion of the House, the administration of penitentiaries should be amended to provide: "first, sufficient productive work to keep the inmates employed; and, second, that a share of the proceeds go to dependants, and in case of no dependants such share be held in government spends many thousands of dollars yearly for furniture, furnishing, and equipment of various kinds, a small portion of which could be made in the penitentiaries. The revenue derived from this source would enable the institutions to pay each inmate on his discharge, or to his family while he is in prison, a small wage, which would materially assist the stricken family in keeping the wolf from the door while the wage earner is incarcerated; or, in case the inmate had no family responsibilities, would furnish him with sufficient funds on discharge to assist him in making a fresh start in life."

In Italy, where strikes and lockouts were forbidden in public services and in private enterprises, a **"Magistracy of Labour"** was set up at the end of April for the settlement of disputes between employers and employees.

— Kathleen Whitehurst

PRICES & EMPLOYMENT

Consumer, February

The all-items Consumer Price Index for Canada (1971 = 100) rose 0.3 per cent to 145.6 in February — an increase of 9.1 per cent from February 1975, and the smallest 12-month increase in more than two years. Higher charges for accommodation, as well as increased prices for clothing and transportation, were chiefly responsible for the latest monthly advance.

The food index declined for the third successive month — the latest decrease, 0.3 per cent, mainly because of lower meat prices, especially those for beef which, on average, declined nearly 5 per cent; pork prices declined by almost 3 per cent. Prices continued to decline for fats and oils, and some dairy products other than fluid milk. Quotations were higher for fresh produce, some cereal and bakery products, and for soft drinks consumed at home. The food-consumed-at-home index showed its lowest year-to-year movement in nearly four years — 6.5 per cent above its level of February 1975. In terms of goods and services, the price level of total goods, including food, was unchanged while that for services increased 1.0 per cent.

Increases were recorded in electricity and domestic gas rates in many Ontario cities; insurance charges for automobiles, dwellings and household effects, prices of women's and men's outer-wear items, barbering and hairdressing services.

Seasonally adjusted, the all-items CPI advanced 0.3 per cent between January and February — a 0.8 per cent decline in the food index and a 0.7 per cent increase in the all-items index excluding food.

City consumer

Consumer price indexes rose in all regional cities between January and February, with increases ranging from 0.1 per cent in Ottawa to 0.6 per cent in Halifax, Quebec and Montreal. Higher prices for housing and frequently lower prices for food, were mainly responsible for the change. Food prices declined in Ottawa and all cities west of it, but increased in those east of Ottawa.

The percentage increases listed in 14 regional cities were: 0.1 in Ottawa; 0.2 in Toronto, Winnipeg, Regina and Edmonton; 0.3 in Saint John, Thunder Bay, Calgary and Vancouver; 0.4 in Saskatoon; 0.5 in St. John's; 0.6 in Halifax, Quebec and Montreal. The percentage increase from February 1975 to February 1976 was: 8.3 in Quebec; 8.6 in Montreal; 8.8 in Toronto; 9.0 in Ottawa and Vancouver; 9.3 in Saint John; 9.7 in Edmonton; 9.8 in Regina; 9.9 in St. John's and Saskatoon; 10.1 in Calgary; 10.2 in Winnipeg; 10.6 in Halifax; 10.8 in Thunder Bay.

Employment, February

The seasonally adjusted employment level in February was 9,541,000, a decrease of 22,000 from January, Statistics Canada reported. The employment level for persons 15-24 declined by 46,000 — for men by 25,000 and for women by 21,000. The level for women 25 and over increased by 16,000 and for men 25 and over by 8,000.

On a provincial basis, seasonally adjusted, employment increased in Alberta by 23,000; in British Columbia by 22,000; and in Saskatchewan by 5,000. Declines in employment were recorded in Ontario — 23,000; in Quebec — 16,000; in Manitoba — 12,000; and in New Brunswick — 3,000. Little or no change was recorded in Nova Scotia, Prince Edward Island, and Newfoundland.

Unemployment

The seasonally adjusted **unemployment** rate for Canada was 7.0 per cent (719,000) in February, an increase of 0.4 per cent (38,000) from January. The rate for women aged 15-24 increased by 1.5 per cent (18,000) to 12.0 per cent; for women 25 and over, by 0.2 per cent (6,000) to 5.9 per cent. For men 15-24, the rate increased by 0.7 per cent (9,000) to 14.1 per cent; for men 25 and over by 0.1 per cent (5,000) to 4.0 per cent.

The unemployment rate decreased in Alberta by 0.5 per cent; in Manitoba and Nova Scotia by 0.3 per cent; and in Saskatchewan by 0.1 per cent. It increased in Newfoundland by 1.5 per cent; in Quebec by 0.6 per cent; in British Columbia by 0.4 per cent; in Ontario by 0.3 per cent; and in New Brunswick by 0.2 per cent.

Additions to the Library

LIST NO. 323

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly — if there is no local library — by writing to The Chief Librarian, Labour Canada, Ottawa, Ontario K1A 0J2, indicating the publication numeral and the month.

ABSENTEEISM

1. Kingston ,Ont. Queen's University. Industrial Relations Centre. Absenteeism, a bibliography, by Carol Williams. Kingston, 1975. 60p.

ARBITRATION, INDUSTRIAL

2. U.S. National Commission for Industrial Peace. Report and recommendations, May 1974. Washington, 1974. 15p.

AUTOMOBILE INDUSTRY AND TRADE

3. Emerson, David L. Production, location and the automotive agreement. Ottawa, Economic Council of Canada, 1975. 93p.

BLUE COLLAR WORKERS

4. Kornblum, William Simon. Blue collar community. With a foreword by Morris Janowitz. Chicago, University of Chicago Press, 1974. 260p.

BUILDING TRADES

5. Keys, B. Allan. The structure and operation of the construction industry in Canada, by B.A. Keys and D.M. Caskie. Ottawa, Information Canada, 1975. 123p.

COLLECTIVE BARGAINING

6. Moores, Ron K. Contract rejection in industries under federal jurisdiction; a study of the rejection of tentative agreements by union memberships in industries under federal jurisdiction. Ottawa, Canada Dept. of Labour, 1975. 26, 26p.
Titre en français: Rejets de convention dans les industries relevant de la compétence fédérale; une étude...

7. Pegnetter, Richard Charles. Multiemployer bargaining in the public sector: purposes and experiences. Chicago, International Personnel Management Association, 1975. 60, 33p.

CORPORATIONS

8. Conference Board. Protecting corporate assets under floating currencies, by Michael G. Duerr. New York, 1975. 42p.

9. Newman, Peter Charles. The Canadian establishment. v.1. Toronto, McClelland and Stewart, 1975. 480p.

DISCRIMINATION IN EMPLOYMENT

10. Stone, Morris. Arbitration of discrimination grievances; a case book, edited by Morris Stone and Earl R. Baderschneider. With a preface by Robert Coulson and an introduction by Edwin R. Temple. New York, American Arbitration Association, 1974. 355p.

ECONOMIC HISTORY

11 Galbraith, John Kenneth. Money, whence it came, where it went. Boston, Houghton Mifflin, 1975. 324p

ECONOMIC POLICY

12. Conference Board. The widening cycle; an examination of U.S. experience with stabilization policy in the last decade, by Albert T. Sommers with Lucie R. Blau. New York, 1975. 36p.

13. Gordon, Walter Lockhart. Storm signals; new economic policies for Canada. Toronto, McClelland and Stewart, 1975. 140p.

EMPLOYEES' BENEFIT PLANS

14. Murlis, Helen. Employee benefits today; a survey of attitudes and company practice. London, British Institute of Management, 1974. 52p.

GRAIN TRADE

15. Canada. Industrial Inquiry Commission into the Grain Handling Industry in the Vancouver Port Area. Report of the Industrial Inquiry Commission under the Canada Labour Code into the Grain Handling

Industry in the Vancouver Port Area. July 1975. Ottawa, Canada Dept. of Labour, 1975. 1 v. Titre en français: Rapport de la Commission d'enquête industrielle... dans l'industrie de la manutention du grain dans le secteur du port de Vancouver.

GUARANTEED ANNUAL INCOME

16. Integrating income maintenance programs. Edited by Irene Lurie. New York, Academic Press, 1975. 383p.

HOURS OF LABOUR — FLEXIBLE HOURS

17. Baudraz, Jean François. L'horaire variable du travail. Paris, Editions d'organisation, 1974. 141p

INCOME

18. Tinbergen, Jan. Income distribution, analysis and policies. Amsterdam, North-Holland Pub. Co., 1975. 170p.

19. Wiles, Peter John de la Fosse. Distribution of income, East and West. Amsterdam, North-Holland Pub. Co., 1974. 136.

INDEXATION

20. Québec (City). Université Laval. Département des relations industrielles. Inflation indexation et conflits sociaux; en collaboration, publié sous la direction de Bertrand Belzile, Jean Boivin, Gilles Laflamme et Jean Sexton. Québec, Les Presses de l'Université Laval, 1975. 228p.

INDUSTRIAL HEALTH

21. New York (State). Department of Labor. Division of Research and Statistics. Occupational injuries and illnesses in New York State, 1972 and 1973. Albany, 1975. 41p.

INDUSTRIAL RELATIONS

22. Industrial Relations Research Association. Proceedings of the 1975 annual Spring meeting, May 8-10, 1975, Hartford, Connecticut. Edited by James L. Stern and Barbara D. Dennis. Madison, 1975. p.455-545.

INDUSTRIAL RELATIONS — HISTORY

23. Bagwell, Philip Sidney. Industrial relations. Introduction by P. and G. Ford. Dublin, Irish University Press, 1974. 166p.

INDUSTRIAL RELATIONS — STUDY AND TEACHING

24. Education for industrial relations. Canberra, Australian Association of Adult Education, 1974. 101p.

INFLATION

25. Laidler, David E.W. Alternative explanations and policies toward inflation: tests on data drawn from six countries. London, Ont., University of Western Ontario, Department of Economics, 1975. 84p.

26. Laidler, David E.W. The welfare costs of inflation in neoclassical theory — some unsettled problems. London, Ont., University of Western Ontario, Department of Economics, 1975. 22p.

LABOUR CONDITIONS

27. New Brunswick. Department of Labour and Manpower. Survey of working conditions, 1974. Fredericton, 1975. 14p.

LABOUR ECONOMICS

28. Krimpas, George E. Labour input and the theory of the labour market. New York, Wiley, 1975. 288p.

LABOUR LAWS AND LEGISLATION

29. The role of labour law in developing countries; records of proceedings of, and documents submitted to a Round Table, Geneva, 10-14 September and Selva di Fasano, Italy, 17-19 Sept. 1974. Geneva, International Labour Office, 1975. 266p.

30. Sykes, Edward Irving. The employer, the employee and the law. 3d ed. Sydney, Law Book Co., 1973. 152p.

LABOUR ORGANIZATION

31. Kendall, Walter. The labour movement in Europe. London, Allan Lane, 1975. 456p.

LABOUR ORGANIZATION — POLITICAL ACTIVITIES

32. Ellis, John. Members from the unions, by John Ellis and R.W. Johnson. London, Fabian Society, 1974. 31p.

LABOUR UNIONS — OFFICE WORKERS

33. Finley, Joseph E. White-collar union; the story of the OPEIU and its people. New York, Octagon Books, 1975. 275p.

MERCHANT MARINE

34. International Labour Office. Holidays with pay for seafarers. Second item on the agenda. Geneva, 1975. 100p.

35. International Labour Office. The protection of young seafarers. Third item on the agenda. Geneva, 1975. 45p. Titre en français: La protection des jeunes marins.

MINIMUM WAGE

35. Québec (Province). Groupe de travail sur la politique de salaire et des conditions minima de travail. Rapport du Groupe de travail sur la politique de salaire et des conditions minima de travail. Québec, Ministère du travail et de la Main-d'œuvre, 1975. 141p. Travail Québec, v.11, no.3, mai 1975. Numéro spécial.

OPEN AND CLOSED SHOP

37. Aims of Industry. The Trade union and labour relations amendment bill: the right to work; the right to write. London, Aims of Industry, 1975. 13p.

PENSIONS

38. Brooks, John Nixon. Conflicts of interest: corporate pension fund asset management; report to the Twentieth Century Fund Steering Committee on Conflicts on Interest in the Securities Markets. New York, Twentieth Century Fund, 1975. 61p.

PROFIT SHARING

39. Guide to pension and profit-sharing plans under the Employee Retirement Income Security Act of 1974. 4th ed. Edited by Bernhart R. Snyder. Rockville Centre, N.Y., Farnsworth Pub. Co., 1975. 210p.

STEEL INDUSTRY

40. Cockerill, Anthony. The steel industry; international comparisons of industrial structure and performance, by Anthony Cockerill in collaboration with Aubrey Silberston. London, Cambridge University Press, 1974. 130p.

UNFAIR LABOUR PRACTICES

41. U.S. National Labor Relations Board. Casehandling manual. Washington, G.P.O., 1975. Pt. 1. Unfair labor practice proceedings.

WAGE POLICIES — GOVERNMENT

42. Exhortation and controls; the search for a wage-price policy, 1945-1971, by Craufurd D. Goodwin, and others. Craufurd D. Goodwin, editor. Washington, Brookings Institution, 1975. 432p.

WAGES AND HOURS

43. Canada. Department of Labour. Economics and Research Branch. Survey of wages and working conditions; survey questionnaires. Enquête sur les salaires et les conditions de travail; questionnaires de l'enquête. Ottawa, 1975. 1 v.

WOMEN — EMPLOYMENT

44. Bennett, James E. Women in business; a shocking waste of human resources, by James E. Bennett and Pierre M. Loewe. With a foreword by Laurent Picard. Toronto, Maclean-Hunter, 1975. 150p.

45. Canadian Broadcasting Corporation. Task Force on the Status of Women. Women in the CBC; report of the CBC Task Force on the Status of Women. Ottawa, Canadian Broadcasting Corporation, 1975. 196p.

46. Colin, Madeleine. Ce n'est pas d'aujourd'hui; femmes, syndicats, luttes de classe. Préface d'Henri Krasucki. Paris, Éditions Sociales, 1975. 246p.

47. Great Britain. Department of Employment. Women & work; sex differences and society, by J.S. King. London, H.M.S.O., 1974. 36p.

WORK

48. Rinehart, James W. The tyranny of work. Don Mills, Longman Canada, 1975. 181p.

WORK SATISFACTION

49. Prenting, Theodore. Humanism and technology in assembly line systems, by Theodore O. Prenting and Nicholas T. Thomopoulos. Rochelle Park, N.J., Hayden Book Company, 1974. 404p.

WORKING CONDITIONS

50. Management and the working environment. Edited by Harry Miller. London, Hutchinson Benham, 1975. 139p.

labour statistics

Revision of the Labour Force Survey

As a result of changes to the monthly Labour Force Survey developed during the past three years by Statistics Canada, the labour statistics in this and subsequent numbers of *The Labour Gazette* will be based on the revised survey. The Labour Force Survey is the source of the employment, unemployment and other labour force estimates. More detailed descriptions of the changes are available from the Labour Force Survey Division, Statistics Canada, Ottawa K1A 0T6.

The survey was revised to provide a much more comprehensive range of information on employment and unemployment. In addition to a major revision of sample frame, the introduction of refinements in sampling techniques, the incorporation of dated population estimates for weighing the sample data, and substantial improvements in data collection, quality control and data processing methods, two major aspects of the revisions contribute significantly to the survey data:

- A wide range of new data on labour force activities and characteristics, to determine more precisely the labour force status (employed, unemployed or not in the labour force) of survey respondents, and to provide previously unavailable data of the composition and characteristics of these three groups.
- More direct and specific questions in the survey.

The former questionnaire used two very general questions ("What did this person do mostly last week?" and "Did this person do anything else last week?") to identify labour force activities. Such indirect questions generally required further explanation by the survey interviewer, who, on the basis of the response to these questions, was required to mark the questionnaire according to one of several general categories: "Worked", "Looked for work", "Went to school", "Kept house", etc.

The revised survey replaces the two general questions with a series of specific, direct questions designed to provide much more precise and comprehensive information about labour force activities and characteristics, for example, "Did... do any work at all last week, not counting work around the house?"

In addition to providing a wide range of new labour market information, the revision of the survey has resulted in changes in the levels and patterns of certain existing data series:
Comparison of the data collected during the parallel run of the two surveys in 1975 shows that the revised survey provides slightly higher estimates of employment, slightly more than 2 per cent higher in terms of the annual average employment.

The increase in employment levels is concentrated among women of all age groups and men 15 to 24, groups for which short-hours employment is most common. The revised survey shows no change in employment for men 25 years of age and over.

The annual average unemployment rate in 1975 was 6.9 per cent based on the revised survey, compared with 7.0 per cent in the former survey. This difference is very slight, but there are substantial differences in the estimates for men and for women, and in the data for the various provinces. In particular, the revised survey shows substantially higher unemployment levels for women, and a decrease in the level of unemployment among men.

In contrast to the higher estimates for women, unemployment rates for men based on the revised survey are lower than the comparable estimates derived from the former survey.

As the final major step in the revision of the survey, an increase in the sample size (from approximately 32,000 to 55,000 households) is planned for late 1976 to enable the provision of more detailed and more accurate estimates.

Principal Items	Date	Amount	Percentage change from Previous Month	Percentage change from Previou Yea
TOTAL CIVILIAN LABOUR FORCE*		(unadjusted figures, in thousands)		
Week ended January 17, 1976		9,945	− 1.5	+ 3.
Employed	January 1976	9,145	− 2.7	+ 3.
Agriculture	" "	416	− 4.1	− 2.
Non-agriculture	" "	8,728	− 2.7	+ 3.
Paid workers	" "	8,264	− 2.6	+ 2.
At work 35 hours or more†	" "	6,810	− 3.9	+ 1.
At work less than 35 hours†	" "	1,884	− 2.9	+ 7.
Employed but not at work†	" "	451	+ 19.9	+ 16.
		(change in thousands)		
Unemployed	" "	800	+107	+ 41
Newfoundland	" "	25	+ 1	− 3
Nova Scotia	" "	29	+ 3	+ 4
Prince Edward Island	" "	—	—	—
New Brunswick	" "	30	+ 3	+ 7
Quebec	" "	241	+ 25	+ 22
Ontario	" "	273	+ 27	− 18
Manitoba	" "	29	+ 5	+ 7
Saskatchewan	" "	18	+ 3	+ 7
Alberta	" "	43	+ 15	+ 6
British Columbia	" "	108	+ 26	+ 9
Without work, seeking work and available for work	" "	708	—	—
On temporary layoff and expect to return to work	" "	20	—	—
			Percentage change	
INDUSTRIAL EMPLOYMENT (1961 = 100)†	October 1975	142.1	− 0.8	− 3.
Manufacturing employment (1961 = 100)†	" "	127.0	+ 0.3	− 6.
IMMIGRATION	First 9 months 1975	149,457	—	—
Destined to the labour force	" " " "	64,877	—	—
STRIKES AND LOCKOUTS				
Strikes and lockouts	December 1975	185	− 13.2	− 40.
No. of workers involved	" "	82,488	− 12.4	−223.
Duration in man days	" "	1,116,364	− 24.7	+252.
EARNINGS AND INCOME				
Average weekly earnings (ind. comp.)†	October 1975	212.12	+ 2.1	+ 11.
Average hourly earnings (mfg.)†	" "	5.23	+ 1.9	+ 11.
Average weekly hours paid (mfg.)†	" "	39.1	+ 0.3	− 0.
Consumer price index (1971 = 100)	January 1976	145.1	+ 0.6	+ 9.
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	October 1975	143.1	+ 1.3	+ 1.
Total labour income (millions of dollars)†	December 1975	7,580.4	+ 1.1	+ 8.
INDUSTRIAL PRODUCTION‡				
Total (average 1971 = 100)	December 1975	113.5	− 0.3	− 3.
Manufacturing	" "	112.8	− 0.4	− 2.
Durables	" "	116.6	− 0.1	− 1.
Non-durables	" "	109.1	− 0.6	− 3.
NEW RESIDENTIAL CONSTRUCTION**				
Starts	December 1975	19,758	—	+111
Completions	" "	15,982	—	+ 8
Under construction	" "	146,517	—	+ 6

*Source: Statistics Canada. *Labour Force Information*, Cat. No. 71-001P and *Advance Tables*. February 10, 1976. Prepared by the Economic Analysis Division, Department of Labour.
†Advance data.
‡Preliminary.
**Centres of 10,000 population or more.

STRIKES AND LOCKOUTS

Statistical information on work stoppages in Canada is compiled by the Labour Data Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to 10 or more man-days. The number of workers involved includes all workers reported on strike or lockout, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

STRIKES AND LOCKOUTS, 1970-75

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year: Strikes and Lockouts	Workers Involved	Duration in Man-Days: Man-Days	Per Cent of Estimated Working Time
1970	503	542	261,706	6,539,560	0.39
1971	547	569	239,631	2,866,590	0.16
1972	556	598	706,474	7,753,530	0.43
1973	677	724	348,470	5,776,080	0.30
1974	1,170	1,216	592,220	9,255,120	0.46
1974					
December	31	130	25,478	317,110	0.20
*1975					
January	107	183	44,341	433,110	0.25
February	61	153	37,459	370,830	0.24
March	65	162	46,403	491,230	0.31
April	92	202	45,671	588,220	0.34
May	103	251	107,628	680,950	0.38
June	93	263	62,494	839,410	0.48
July	92	273	115,192	1,299,840	0.69
August	82	274	113,053	1,381,930	0.79
September	56	254	84,856	1,368,880	0.79
October	66	289	115,950	1,424,440	0.78
November	52	213	94,190	1,483,430	0.90
December	28	186	82,543	1,117,520	0.65

*Preliminary.

STRIKES AND LOCKOUTS, DECEMBER 1975 BY INDUSTRY (Preliminary)

Industry	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	0	1	79	1,810
Mines	0	7	1,311	17,150
Manufacturing	8	103	43,758	802,670
Construction	1	5	67	630
Transpn. & utilities	2	15	16,552	46,370
Trade	9	20	7,443	77,270
Finance	1	3	53	770
Service	5	22	12,177	156,690
Public administration	2	10	1,103	14,160
All industries	28	186	82,543	1,117,520

STRIKES AND LOCKOUTS, DECEMBER 1975 BY JURISDICTION (Preliminary)

Jurisdiction	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	1	8	2,882	61,450
Prince Edward Island	0	0	0	0
Nova Scotia	0	4	1,307	27,870
New Brunswick	0	7	1,753	37,590
Quebec	15	77	30,311	460,210
Ontario	5	53	26,642	448,090
Manitoba	1	6	302	5,850
Saskatchewan	0	2	122	2,080
Alberta	0	2	160	3,360
British Columbia	3	21	3,368	39,320
Federal	2	5	15,680	31,680
All industries	28	186	82,543	1,117,520

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, DECEMBER, 1975 (Preliminary)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days Dec.	 Accumulated	Starting Date Termination Date	Major Issues Result
Mines						
METAL						
Similkameen Mining Co. Ltd., Princeton, B.C.	Steelworkers Loc. 649 (AFL-CIO/CLC)	253	2,530	10,380	Oct. 18 Dec. 15	Wages, other contract issues — Not reported —
Cassiar Asbestos Corp., Cassiar, B.C.	Steelworkers Loc. 6536 (AFL-CIO/CLC)	400	1,600	5,030	Nov. 19 Dec. 5	Safety of working conditions — Mediator appointed —
NON-METAL						
Aluminum Co. of Canada, St. Lawrence, Nfld.	Fed'n of Metal Trades Unions (CNTU)	400	8,400	57,200	June 9	Not reported —
QUARRIES						
Domtar Chemicals Ltd., Beachville, Ontario	Chemical Workers Loc. 9-640 (AFL-CIO/CLC)	135	2,890	8,720	Oct. 1	Wages, other contract issues —
Manufacturing						
FOOD AND BEVERAGES						
B.C. Sugar Refinery, Vancouver, B.C.	Retail, Wholesale Employees Loc. 517 (AFL-CIO/CLC)	253	5,310	37,190	June 2	Wages —
Société Coop. avicole régionale St-Damase, St-Damase, Quebec	Féd. du commerce (CSN)	249	5,230	28,640	July 18	Wages, fringe benefits —
Park & Tilford, Vancouver, B.C.	Brewery Workers Loc. 300 (CLC)	110	2,310	8,250	Sept. 13	Wages, fringe benefits, other contract issues —
Cadbury-Schweppes Powell Ltd., Whitby, Ont.	Teamsters Loc. 467 (Ind.)	115	2,420	5,080	Oct. 28	Other contract issues —
Bittner Packers, Toronto, Ontario	Foodworkers (AFL-CIO/CLC)	118	120	710	Nov. 24 Dec. 2	Not reported — Not reported —
LEATHER						
Dependable Shoe Mfg. Co., Montreal, Quebec	Food Workers Loc. L-102 (AFL-CIO/CLC)	136	2,860	21,640	May 15	Not reported —
Greb Industries Ltd., Trois-Rivières, Quebec	Syndicat de la chaussure de Trois-Rivières (CNTU)	165	3,470	10,400	Sept. 15	Wages —
Rosita Shoes, Montreal, Quebec	CSD	384	8,060	15,930	Nov. 4	Wages —
TEXTILES						
Galtex Co. Ltd., Cambridge, Ontario	Textile Workers Loc. 1854 (AFL-CIO/CLC)	540	9,260	9,260	Dec. 5	Wages —

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, DECEMBER, 1975 (Preliminary) (Cont'd)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: Dec.	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
CLOTHING						
Associated Clothing Manufacturers (130), various points, Que.	Clothing Workers (AFL-CIO/CLC)	8,000	88,000	88,000	Dec. 2 Dec. 17	Wages, fringe benefits — Agreement reached, workers back —
WOOD						
Canadian Forest Products Hunting-Merrit, B.C.	Woodworkers Loc. 1-217 (AFL-CIO/CLC)	170	3,230	191,760	Sept. 13	Shorter hours, elimination of piece work, rates of pay —
Girard & Godin Ltée., Trois-Rivières, Qué.	Upholsterers Loc. 572 (AFL-CIO/CLC)	100	2,100	8,350	July 28	Wages, hours —
Les Industries Baribeau & Fils, Lévis, Qué.	Synd. des emp. des ind. Baribeau & Fils (CSD)	140	1,540	1,540	Dec. 15	Wages, hours, vacations —
FURNITURE AND FIXTURES						
Vilas Furniture Ltd., Cowansville, Quebec	Building and Wood Workers (CNTU)	350	7,350	37,800	July 29	Wages, incentive pay —
PAPER						
Sonoco Products Ltd., Terrebonne, Quebec	Féd. des travail. du papier et de la forêt (CNTU)	110	770	34,980	Sept. 9 Dec. 10	Seniority, cost of living adjustment — Agreement signed: gradual recall —
Emballage Domtar Ltée, Montreal, Quebec	Chemical Workers Loc. 314 (AFL-CIO/CLC)	260	3,640	46,800	Apr. 7 Dec. 19	COLA clause — Workers agree to contract —
Abitibi Paper Co. (Thunder Bay Mill), Thunder Bay, Ontario	Canadian Paperworkers Loc. 249 and 134 (CLC)	292	6,260	36,520	July 9	Union wants to bargain for all Abitibi mills —
Abitibi Provincial Mill, Thunder Bay, Ontario	Canadian Paperworkers Loc. 239 (CLC)	400	8,570	49,720	July 10	Union wants to bargain for all Abitibi mills —
Abitibi Paper Co. Ltd., (Fort William Div.), Thunder Bay, Ontario	Canadian Paperworkers Loc. 132 (CLC)	252	5,400	31,130	July 11	Union wants to bargain for all Abitibi mills —
Abitibi Pulp & Paper Co., Sault Ste. Marie, Ont.	Canadian Paperworkers Loc. 67 and 133 (CLC)	380	8,140	46,940	July 11	Union wants to bargain for all Abitibi mills —
Abitibi Paper Co. Ltd., Iroquois Falls, Ontario	Canadian Paperworkers Loc. 90 and 109 (CLC)	900	19,290	109,300	July 13	Union wants to bargain for all Abitibi mills —
Abitibi Forest Products Ltd., Sturgeon Falls, Ontario	Canadian Paperworkers Loc. 7135 (CLC)	358	7,670	43,220	July 15	Union wants to bargain for all Abitibi mills —
Abitibi Paper Co., Smooth Rock Falls, Ontario	Canadian Paperworkers Loc. 32 (CLC)	330	7,070	39,840	July 15	Wages, fringe benefits —

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, DECEMBER, 1975 (Preliminary) (Cont'd

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days		Starting Date / Termination Date	Major Issues / Result
			Dec.	Accumulated		
Abitibi Provincial Paper, Thorold, Ontario	Canadian Paperworkers Loc. 290 (CLC)	700	15,000	83,500	July 17	Wages, fringe benefits —
Abitibi Paper Co., Beaupré, Quebec	Canadian Paperworkers Loc. 138 (CLC)	417	8,940	40,680	Aug. 20	Wages —
Domtar Packaging Ltd., Etobicoke, Ontario	Chemical Workers Loc. 495 (AFL-CIO/CLC)	340	2,040	23,120	Sept. 2 Dec. 9	Fringe benefits, other conditions — Terminated by mutual agreement —
Great Lakes Paper Co. Ltd., Thunder Bay, Ont.	Canadian Paperworkers Loc. 39 and 257 (CLC)	1,400	30,000	114,000	Sept. 8	Wages, fringe benefits, other contract issues —
Spruce Falls Power & Paper Co. Ltd., and Kimberley-Clark of Canada Ltd., Kapuskasing, Ontario	Canadian Paperworkers Loc. 89 and 256 (CLC) IBEW Loc. 1149 (AFL-CIO/CLC)	1,530	32,790	120,220	Sept. 12	Wages, length of new contract —
Domtar Packaging Ltd., Red Rock, Ontario	Canadian Paperworkers Loc. 255 and 528 (CLC)	450	9,640	34,700	Sept. 13	Wages, other contract issues —
The E.B. Eddy Co., Hull, Quebec	Various unions	900	19,290	67,190	Sept. 17	Wages, fringe benefits —
The E.B. Eddy Co., Ottawa, Ontario	Various unions	600	12,860	44,800	Sept. 17	Wages, fringe benefits —
Ontario Paper Co., Thorold, Ontario	Canadian Paperworkers Loc. 84 and 101 (CLC) ILA Loc. 1477 (AFL-CIO/CLC) Canadian Operating Engineers Loc. 103 (CCU)	950	20,360	70,920	Sept. 17	Wages —
Domtar Fine Papers Ltd., Cornwall, Ontario	Canadian Paperworkers Loc. 212 (CLC)	1,135	24,320	83,900	Sept. 18	Wages, fringe benefits, other contract issues —
Kimberley-Clark of Canada Ltd., St. Catharines, Ontario	Canadian Paperworkers Loc. 289 (CLC)	152	3,260	11,360	Sept. 18	Wages —
Beaver Wood Fibre Co., Thorold, Ontario	Canadian Paperworkers Loc. 192 (CLC)	192	4,110	14,180	Sept. 18	Wages —
Domtar Fine Papers Ltd., St. Catharines, Ontario	Canadian Paperworkers Loc. 77 (CLC)	256	5,490	10,000	Sept. 18	Wages —
Cie. Gaspesia, Chandler, Quebec	Canadian Paperworkers Loc. 455 & 858 (CLC)	525	11,250	36,940	Sept. 23	Wages, fringe benefits —

TRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, DECEMBER, 1975 (Preliminary) (Cont'd)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days Dec.	 Accumulated	Starting Date Termination Date	Major Issues Result
La Cie Price Ltée, Kenogami, Quebec	Canadian Paperworkers Loc. 50 (CLC)	350	7,500	24,500	Sept. 24	Wages, fringe benefits —
Eddy Forest Products Ltd., Espanola, Ontario	Canadian Paperworkers Loc. 74 & 156 (CLC)	725	15,540	46,060	Oct. 3	Wages, fringe benefits —
Domtar Pulp Ltd., Lebel-sur-Quevillon, Quebec	Canadian Paperworkers Loc. 492 (CLC)	400	8,570	25,430	Oct. 3	Wages, COLA clause —
Continental Can Co., Toronto, Ontario	Canadian Paperworkers Loc. 433 (CLC)	253	5,310	15,430	Oct. 3	Wages —
Consolidated-Bathurst Pulp and Paper, Portage du Fort, Quebec	Canadian Paperworkers Loc. 420 (CLC)	350	7,500	21,500	Oct. 6	Wages —
Standard Paper Box, Quebec, Quebec	Féd. des travailleurs du papier et de la forêt (CNTU)	175	3,680	10,160	Oct. 8	Suspension of an employee —
Consolidated-Bathurst Ltée, various locations, Quebec	Canadian Paperworkers (6 locals) (CLC)	3,087	66,150	177,430	Oct. 11	Wages, fringe benefits —
St. Anne Nackawic Pulp & Paper Ltd., Nackawic, N.B.	Canadian Paperworkers Loc. 219 (CLC)	364	7,800	20,660	Oct. 12	Wages, fringe benefits —
Cie James Maclaren Ltée, Buckingham, Quebec	Canadian Paperworkers Loc. 11 (CLC)	446	9,560	25,470	Oct. 12	Wages, COLA clause —
Consolidated-Bathurst Ltée, New Richmond, Quebec	Canadian Paperworkers Loc. 574 & 926 (CLC)	685	14,680	39,110	Oct. 12	Wages, fringe benefits —
Domtar Paper, Dolbeau, Quebec	Canadian Paperworkers Loc. 85 & 252 (CLC)	520	11,140	29,710	Oct. 12	Wages, COLA clause —
Quebec North Shore Paper Co., Baie Comeau, Quebec	Canadian Paperworkers Loc. 352 & 375 (CLC)	1,214	26,010	68,900	Oct. 12	Wages —
Reed Paper Ltd., Quebec, Quebec	Canadian Paperworkers Loc. 137 & 250 (CLC)	1,175	25,180	67,150	Oct. 12	Wages, COLA clause —
Ontario-Minnesota Pulp & Paper Co. Ltd., Fort Frances, Ontario	Various Unions	900	19,290	44,670	Oct. 22	Wages, fringe benefits —
Macmillan Rothesay Ltd., Saint John, N.B.	Canadian Paperworkers Loc. 601 (CLC)	500	10,710	24,460	Oct. 23	Wages —
Diamond National of Canada Ltd., Brantford, Ontario	Woodworkers Loc. 2-233 (AFL-CIO/CLC)	111	2,330	5,220	Oct. 24	Wages —

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, DECEMBER, 1975 (Preliminary) (Cont

Industry Employer Location	Union	Workers Involved	Duration in Man-Days Dec.	 Accumulated	Starting Date Termination Date	Major Issues Result
Ontario-Minnesota Pulp & Paper Co. Ltd., Kenora, Ontario	Canadian Paperworkers Loc. 238 (CLC)	121	2,590	5,790	Oct. 24	Wages, fringe benefits, other issues —
Bowaters Mersey Co., Liverpool, N.S.	Various Unions	450	9,640	20,780	Oct. 31	Wages —
Nova Scotia Forest Industries, Point Tupper, N.S.	Canadian Paperworkers Loc. 972 (CLC)	600	12,860	26,020	Oct. 31	Wages —
Miramichi Timber Resources, Newcastle, N.B.	Canadian Paperworkers Loc. 689 (CLC)	599	12,840	24,820	Nov. 3	Wages —
Price (Nfld.) Pulp & Paper, Grand Falls, Nfld.	Various Unions	965	20,680	32,880	Nov. 13	Wages, other contract issues —
Scott Maritimes Pulp Ltd., Abercrombie Point, N.S.	Canadian Paperworkers Loc. 440 (CLC)	250	5,360	8,400	Nov. 14	Wages, fringe benefits —
Labrador Linerboard Ltd., Stephenville & Goose Bay, Nfld.	Canadian Paperworkers Loc. 1093 (CLC)	521	11,160	13,770	Nov. 23	Wages, fringes, jurisdiction —
Bowaters Nfld. Ltd., Corner Brook, Nfld.	Various Unions	938	20,100	20,410	Nov. 30	Wages —
METAL FABRICATING						
Quebec Wires, Trois-Rivières, Quebec	Steelworkers Loc. 7092 (AFL-CIO/CLC)	125	2,630	32,900	Dec. 16	Employees locked out, wages for females —
Greening Donald Ltd., Hamilton, Ontario	Steelworkers Loc. 3325 (AFL-CIO/CLC)	160	800	21,760	May 26 Dec. 8	Wages — Terminated by mutual agreement —
TRANSPORTATION EQUIPMENT						
De Havilland Aircraft of Canada Ltd., Downsview, Ontario	Auto workers Loc. 112 (CLC)	1,691	8,460	124,290	Aug. 22 Dec. 8	Wages, COLA clause — Return of workers —
Heatex, LaSalle, Quebec	Fed'n of Metal Trades Unions (CNTU)	300	6,300	23,100	Sept. 11	Wages —
Bombardier Ltée, La Pocatière, Québec	Fed'n of Metal Trades Unions (CNTU)	275	5,500	5,500	Dec. 2	Wages, benefits, grievance —
ELECTRICAL PRODUCTS						
Sparton of Canada, London, Ontario	National Council of Canadian Labour Loc. 212 (Ind.)	110	2,310	4,510	Nov. 3	Not reported —
NON-METALLIC MINERAL PRODUCTS						
Can-Force Products Ltd., Edmonton, Alberta	Iron Workers Loc. 776 (AFL-CIO/CLC)	100	2,100	11,900	July 12	Wages —

TRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, DECEMBER, 1975 (Preliminary) (Cont'd)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days Dec.	 Accumulated	Starting Date Termination Date	Major Issues Result
Dominion Glass Co. Ltd., Burnaby, B.C.	Glass and Ceramic Workers Loc. 238 (AFL-CIO/CLC)	230	4,930	14,700	Oct. 2	Wages, fringe benefits, other issues —
Abex Industries, Lindsay, Ontario	Steelworkers Loc. 4927 (AFL-CIO/CLC)	120	1,200	1,360	Nov. 27 Dec. 15	Wages, fringe benefits — Terminated by mutual agreement —
Transportation & Utilities						
TRANSPORTATION						
City of Kitchener, Kitchener, Ontario	Railway Transport and General Workers Loc. 304 (CLC)	214	430	13,120	Sept. 9 Dec. 3	Wages, fringe benefits — Referred to arbitration —
Air Canada, (Rotating), Winnipeg, Manitoba	Air Line Emps. (CLC)	102	220	220	Dec. 2 Dec. 15	Slowness in negotiation — Return of employees —
COMMUNICATION						
Telephone du Nord du Québec Inc., Val d'Or, Quebec	Communication Workers Loc. 11 (CLC)	365	8,080	41,440	July 26	Wages —
Gov't of Canada, Post Office, Canada wide	Postal Workers Various locals (CLC)	15,506	30,340	690,170	Oct. 21 Dec. 3	Wages, fringe benefits, casual hirings — Return of workers —
Trade						
Steinberg Ltée, Montreal, Quebec	Retail Clerks Loc. 500 (AFL-CIO/CLC)	6,000	62,500	80,000	Nov. 26 Dec. 11	Wages, fringe benefits — Terminated by mutual agreement —
Hiway Market Ltd., Kitchener, Ontario	Retail Clerks Loc. 206 (AFL-CIO/CLC)	280	2,100	2,100	Dec. 4 Dec. 15	Wages — Terminated by mutual agreement —
Auto Dealers Ass'n. (16), Saguenay Region, Que.	Three Unions (CSD)	350	2,330	2,330	Dec. 5 Dec. 15	Wages — Terminated by mutual agreement —
Dominion Stores Ltd., Jonquière, Québec	Retail Clerks Loc. 500 (AFL-CIO/CLC)	104	100	100	Dec. 11 Dec. 12	Wages in a first agreement — Return of workers —
Service						
EDUCATION						
Metro Toronto School Board, Toronto, Ontario	Ont. Secondary School Teachers Federation	8,800	132,000	246,400	Nov. 12	Wages —
Univ. of Toronto (Library), Toronto, Ontario	Public Employees Loc. 1230 (CLC)	400	2,800	6,000	Nov. 19 Dec. 10	Wages — Not reported —
University of B.C., Vancouver, B.C.	Assn of U. Emps. (Ind.)	1,300	6,500	6,500	Dec. 3 Dec. 10	Restructuring wage categories — Return of library workers and clerks —

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, DECEMBER, 1975 (Preliminary) (Concl'd

Industry Employer Location	Union	Workers Involved	Duration in Man-Days Dec.	 Accumulated	Starting Date Termination Date	Major Issues Result
Kent County Bd. of Education, various locations, Kent Co., Ontario	Ont. Sec. School Teachers' Fed. District 2	465	1,860	1,860	Dec. 8 Dec. 12	Wages, fringes, other contract issues — Return of teachers —
HEALTH & WELFARE						
Flin Flon General Hospital, Flin Flon, Manitoba	Retail Clerks Loc. 832 (AFL-CIO/CLC)	130	2,880	17,940	June 20	Wages, other contract issues —
Various Hospitals, Montreal, Quebec	Assn des techniciens médicaux	400	400	400	Dec. 1 Dec. 2	Sympathy for technicians at Maisonneuve-Rosemont — Return of technicians —
ACCOMMODATION & FOOD						
Island Hall Hotel, Parksville, B.C.	Hotel Emps. Loc. 835 (AFL-CIO/CLC)	104	1,560	1,560	Dec. 11	Not reported —
Public Administration						
LOCAL						
City of Kelowna, Kelowna, B.C.	Public Employees Loc. 338 (CLC)	300	6,300	24,900	Sept. 3	Wages, job evaluation —
City of Montreal, Montreal, Quebec	Fed. of Public Service Empls. (CNTU)	475	1,430	8,080	Nov. 11 Dec. 4	Wages — Return of foremen —

NADA DEPARTMENT OF LABOUR PUBLICATIONS

oyment relations

trial Relations Research in Canada (annual). An inventory ustrial relations research undertaken by the Department, government departments, academic institutions and e individuals. Free. Cat. No. L2-29/1974.

ditions of work

ur Organizations in Canada (annual). Contains a brief mentary, the latest statistical data on union membership, a directory of labour organizations with names of their ipal officers, publications and the geographic distribution eir local branches in Canada. (Bilingual). Price $1.50. No. L2-2/1975.

es and Lockouts in Canada (annual). Furnishes a record of es and lockouts occurring in Canada during a year. les and related texts show strikes and lockouts by years, reas, by industries, including time lost, number of workers lved, duration, etc. (Bilingual). Price $1.50. No. L2-1/1973.

ge Rates, Salaries and Hours of Labour, 1974. This year the ual report containing the results of the October 1 survey of upational wage rates and standard hours of work in selected ustries appears in 35 separate booklets containing data for h of 35 major communities across Canada. The information nal; there is no preliminary report. In addition to the tistical measures presented in previous years, the 1974 shows the median and 1st and 3rd quartiles. Information so be shown by size of establishment and union/non-on for office employees. Various prices. (Bilingual). t. No. L2-5/1974 (Booklet No.).

rking Conditions in Canadian Industry, 1974. (Bilingual). ce $2.50. Cat. No. L2-15/1974.

ghts in employment

omen's Bureau '73. Papers dealing with the role of social rkers and the status of women; organized labour in relation working women; the rights of man and the status of women; uality in pensions for working women; and Quebec's ntribution to the status of women in Canada. (Bilingual). Free.

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omen in the Labour Force. Facts and Figures (1975 edition). 97 tables of statistics on many aspects of women's participation in the labour force. It includes sections on earnings, professions, manpower placements and trainees, historical data and projections. (Bilingual). Free.

The Law Relating To Working Women. (Bilingual). Free. Cat. No. 238-3274.

Legislative research

Labour Standards in Canada — 1974. An annual publication which sets out standards in all jurisdictions regarding school-leaving age, child employment, minimum wages, hours of work, equal pay, weekly rest-day, annual vacations, general holidays, termination of employment, maternity protection and severance pay. (English or French). Price $1.50. Cat. No. L2-7/1974.

Workmen's Compensation in Canada. Deals with compensation for employment injury, the basic principles underlying the system, and coverage of the provincial Acts as of December 31, 1967. (Changes in workmen's compensation laws are published yearly and are available free on request). (English or French). Price $1.00. Cat. No. L34-1969.

Legislative Review. This semi-annual publication sets out new provisions enacted in apprenticeship and tradesmen's qualifications, employment standards, human rights, industrial relations, industrial safety and health and workmen's compensation. (Available free on request). (English or French).

Human Rights in Canada — 1975. A comparative summary of human rights legislation in all Canadian jurisdictions — includes related cases, as of December 31, 1974. (English or French). Price $1.75. Information Canada. Cat. No. L34-23/1975.

Occupational safety and health

Safety Perspective Sécurité. Periodical designed to assist employers and employees in up-grading accident prevention programs. (Bilingual). Free. Cat. No. L-36/2072.

Canada Occupational Safety Manual. Intended as a guide to persons charged with developing and maintaining an accident prevention program. 1. Planning for Safety. 2. Employment Safety Audit Guide. 3. Accident Investigating and Reporting. (English or French). 50 cents each.

Bibliography, Occupational Safety and Health. Lists some 500 selected holdings of Technical Library. Accident Prevention Division, 1974. Free. Cat. No. L36-23/1974.

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